

MEALS ON WHEELS

AUGUST 27-29, 2019

ANNUAL CONFERENCE AND EXPO

DALLAS, TX



Creating an Organizational Culture of Wellbeing



Danielle Collins, ACC, NBC-HWC

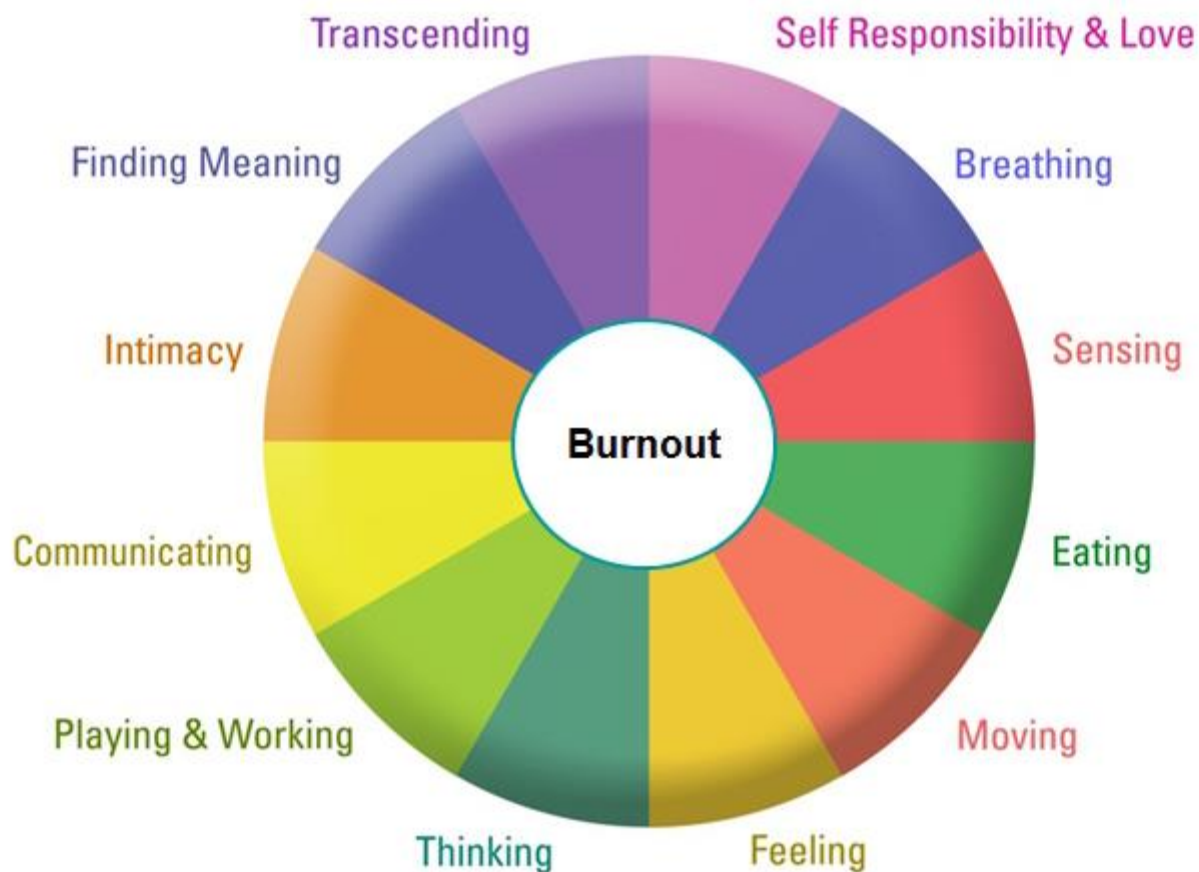
Professional Coach and Champion for Wellbeing

Primavera

PrimaveraStrategies.com

danielle@primaverastrategies.com

The Wellness Wheel



Wellness Inventory Certification Training – WellPeople.com



Seven Ways

to Dial Down the Overwhelm

and Create a Culture of Wellbeing



1. Finding Meaning

Understand Your Core Values

Wellness Inventory Certification Training – WellPeople.com

Core Values



- Identify your core values, and align your life choices around them.
- Research shows that when our actions are aligned with our values, we experience joy and fulfillment.

Adapted from the Training Program, “Values2Wellbeing,” by Senka Holzer, PhD, 2015

Acquired Values

- Adopted from outside sources

Family

Social Media

Teachers

Work

Culture



Adapted from the Training Program, “Values2Wellbeing,” by Senka Holzer, PhD, 2015

How to Tell the Difference?

Core Values

Playing Your Own Music



Acquired Values

Playing Music for Others



Adapted from the Training Program, “Values2Wellbeing,” by Senka Holzer, PhD, 2015



Identify Your Values!

- Favorite Pastimes
- Advice from Our Parents

Adapted from the Training Program, “Values2Wellbeing,” by Senka Holzer, PhD, 2015



The Values of Your Organization

- Life is good when they match your own values.
- A great discrepancy creates challenges.

Adapted from the Training Program, “Values2Wellbeing,” by Senka Holzer, PhD, 2015

Tips for Team Leaders



- Align your decisions with your core values
- Make small changes and celebrate
- Help staff see their role in meeting your mission
- Assign your employees activities that inspire joy

Adapted from the Training Program, “Values2Wellbeing,” by Senka Holzer, PhD, 2015



Red Kachina, by Paul Honatke

2. Self-Love and Self-Responsibility

Be Your Own Best Friend

Wellness Inventory Certification Training – WellPeople.com



Sleep

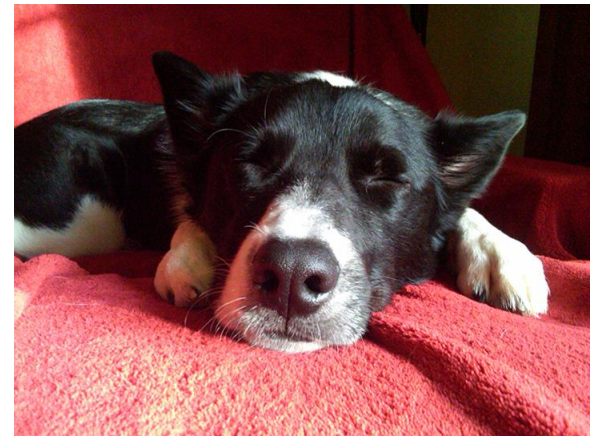
- 79% of Americans don't get the recommended seven hours of sleep per night.

(SleepScore Labs)

Wellness Inventory Certification Training – Wellpeople.com

For a Good Night's Sleep. . .

- Maintain a regular bedtime and wake-up time
- Enjoy a relaxing bedtime routine
- Exercise regularly
- Avoid caffeine



Wellness Inventory Certification Training – WellPeople.com

Tips for Team Leaders

- Consider if you value long hours, or results
- Encourage employees to minimize their overtime
- Take a 20-minute power nap



Wellness Inventory Certification Training – WellPeople.com



3. Breathing

Calm Your Mind with
Your Breath

Wellness Inventory Certification Training – WellPeople.com

Tips for Team Leaders



- Wear comfy clothes
- Create your own ritual
- Take posture breaks
- Bring plants to the office
- Consider your carbon footprint

Wellness Inventory Certification Training – WellPeople.com



Riverside, by Paul Honatke

4. Playing & Working

Pursue Your
Creative Passions!

Wellness Inventory Certification Training – WellPeople.com

Playing



- Everything creative is play!
- Play is different for every person.
- Make play your first priority.

Wellness Inventory Certification Training – WellPeople.com

Tips for Team Leaders

- Incorporate play breaks (every 90 to 120 minutes)
- Provide brainstorming sessions
- Offer contests and challenges
- Take a mental health day



Wellness Inventory Certification Training – WellPeople.com



5. Communicating

Choose to Help
rather than Rescue

Wellness Inventory Certification Training – WellPeople.com



Helping vs. Rescuing

- Do you think it's your job to make someone happy?
- Do you offer advice that wasn't requested?
- Have you felt frustrated that someone wasn't grateful for your help?

Wellness Inventory Certification Training – WellPeople.com



Helping vs. Rescuing

The Rescuer

- Gives when they're not asked
- Neglects to find out if the offer is welcome
- Gives more help than needed
- Doesn't ask for feedback
- Doesn't check results

Wellness Inventory Certification Training – WellPeople.com



Helping vs. Rescuing

The Helper

- Listens for a request for help
- Gives only what is needed
- Checks in for feedback
- Checks for results

Wellness Inventory Certification Training – WellPeople.com

Tips for Team Leaders



- Consider if you rescue people
- Ask “What do you need?” and remember everyone is resourceful
- See burnout as a guide
- Be the change you want to see!

Wellness Inventory Certification Training – WellPeople.com



Perseids, by Paul Honatke

6. Intimacy

Inspire Trust and Openness

Wellness Inventory Certification Training – WellPeople.com

Social Media

- We feel less connected, not more, with social media.
- Frequent users of social media are 2.7 times more likely to be depressed than those who use it more moderately.



According to a study at the University of Pittsburgh School of Health Sciences

“Phubbing”

- Snubbing + Phone = Phubbing
- Phubbing lowers the quality of your interactions.



According to research at Western Washington University

Tips for Team Leaders

- Experiment with putting your phone away
- Create a no-cell-phone policy for meetings
- Don't email or text employees after hours





7. Transcending

Create a Culture of Wellbeing

Wellness Inventory Certification Training – WellPeople.com

A Culture of Wellbeing Provides. . .

- Manageable workload
- Better pay
- Flexible schedules
- Respect
- Camaraderie and community
- Vacations that are guilt-free
- Work in alignment with core values
- Freedom to innovate
- Less overtime
- Professional development





Culture of Wellbeing

Conventional Wisdom

Employees are at fault for being weak or lazy

New Way of Thinking!

We must make our personal wellness a top priority, yet burnout also indicates management problems



Acknowledgment

Senka Holzer, PhD

Jim Stohecker

Marilena Minucci, BCC

Michelle Payne, MCC

Jennifer Anderson, PCC

Thank You!

**Don't Miss our Upcoming Webinar
Thursday, September 12**

- Learn the symptoms and causes of burnout,
- Explore ways to keep your employees engaged, and
- See what Rosie the Riveter still teaches us today!