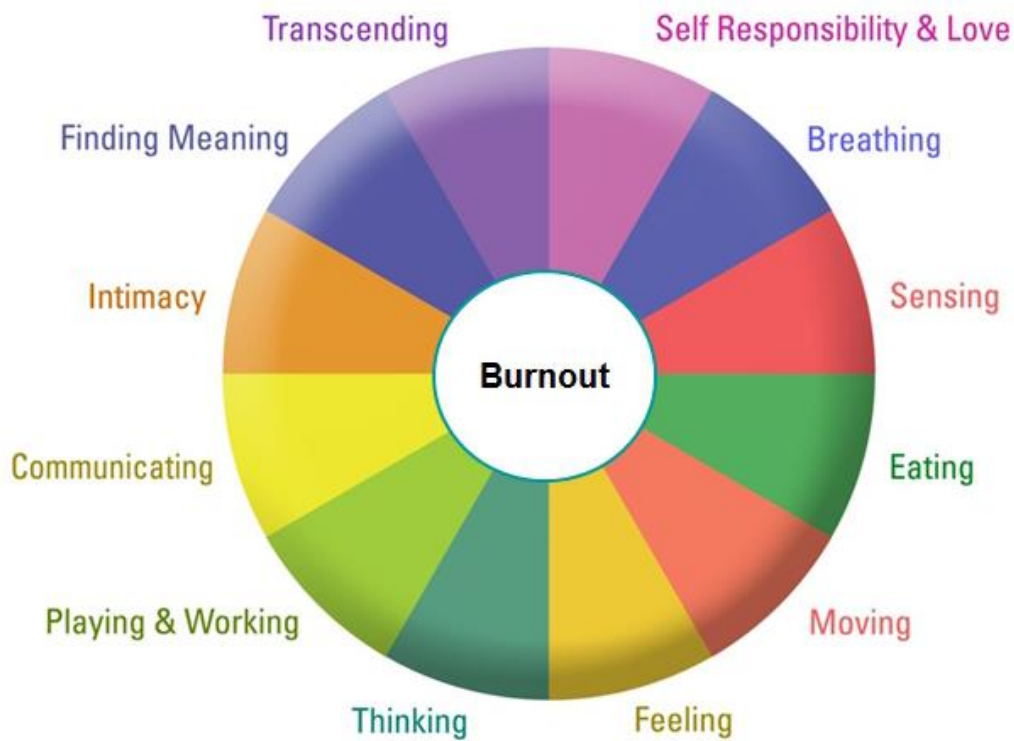


# Creating an Organizational Culture of Wellbeing

Meals on Wheels – Annual Conference and Expo

August 28, 2019

## *The Wellness Wheel*



*All information on the wellness wheel and 12 dimensions has been adapted from the 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

### Core Values

All information on core and acquired values has been adapted from the training program “Values2Wellbeing” by Senka Holzer, PhD, 2015.

- 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.

### Acquired Values

- Adopted from outside sources, such as:
  - Family
  - Social Media
  - Teachers
  - Work
  - Culture

### How to Tell the Difference between Core and Acquired Values

#### Music Metaphor

Core Values – your favorite music!  
Lasting satisfaction

Acquired Values – you’re playing music, but for someone else.  
Only spikes of happiness

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## Your Favorite Pastimes – Identify a Few of Your Core Values

Think of pastimes that you love. When you do them, time disappears. You feel energized during and after these activities.

Write down these activities here.

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Now imagine you are doing one of your favorite activities right now.

Write down how you feel emotionally.

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How does your body feel? Possibly lighter, expansive, tingly. . .

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Using the attached list of values, consider which values are the foundation behind the activities you love. For example, Danielle enjoys taking photographs with her camera. It's not a surprise that creativity is one of her core values.

Write those values here.

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It's likely that those values you identified are your core values, and that you'll benefit by aligning your decisions around them.

## Parental Advice – Identify a Few of Your Acquired Values

What is the most common advice from your parents about how you “should” behave or what you “should” achieve?

Write down up to three pieces of advice.

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How do you feel when you think about the advice? Write that down too.

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Pay attention to your body. What is going on? How is it different from how you felt when thinking about your favorite activities?

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Using the same list as before, what values are the basis for your parents’ advice? For example, status and achievement might both be values that are the foundation for advice on getting good grades.

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If you felt drained, heavy, or constricted as you thought about the advice, it’s likely that the values are acquired.

Recognizing our acquired values gives us the opportunity to choose. Sometimes they may still be serving us. Sometimes they are not. You are empowered to do what is best for yourself in every situation.

## Identifying Your Core Values

Rate each value as a “Guiding Principle” in your life, using the following five-point scale.

(5) supreme importance	(4) very important	(3) important	(2) not important	(1) opposed to my values
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Take a few seconds to “try on” each word. Don’t skip any words. Feel free to choose just one word in the cluster that applies to you. You can also choose the entire cluster, or add words of your own. Be as honest as possible.

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>___ Adventure/Action/Impulse</li> <li>___ Achievement/ /Accomplishment/Triumph</li> <li>___ Appearance/Attraction/Admiration</li> <li>___ Awareness/ Wisdom/Clarity</li> <li>___ Career/Business/Promotion</li> <li>___ Challenge/Ambition/Competition</li> <li>___ Cheerfulness/Bliss/Happy spirit</li> <li>___ Community/Sharing/Solidarity</li> <li>___ Compassion/Empathy/Non-judgement</li> <li>___ Cooperation/Collaboration/Team work</li> <li>___ Courage/Boldness/Non-conformity</li> <li>___ Design/Art/Composition</li> <li>___ Drive/Energy/Initiative</li> <li>___ Dutifulness/Compliance/Devotedness</li> <li>___ Ecology/Resources/Preservation</li> <li>___ Education/Knowledge/Science</li> <li>___ Effectiveness/Focus/Productivity</li> <li>___ Endurance/Dedication/Persistence</li> <li>___ Experience/Variation/Exploration</li> <li>___ Fairness/Equality/Justice</li> <li>___ Family/Relatedness/Closeness</li> <li>___ Fun/Humor/Laughter</li> <li>___ Genuineness/Foundation/Realness</li> <li>___ Helping others/Support/Giving</li> <li>___ Hospitality/Generosity/Philanthropy</li> <li>___ Improving society/Impact/Progress</li> <li>___ Independence/Self-reliance/Confidence</li> <li>___ Inner guidance/Inner direction/Intuition</li> <li>___ Inspiration/Motivation/Guidance</li> <li>___ Integrity/Authenticity/Standing up for beliefs</li> </ul> | <ul style="list-style-type: none"> <li>___ Intelligence/Expertise/Mastery</li> <li>___ Joint effort/Unity/Alliance</li> <li>___ Joy/Relax/Feeling good</li> <li>___ Kindness/Altruism/Humanity</li> <li>___ Loyalty/Honesty/Trust</li> <li>___ Modesty/Humbleness/Simplicity</li> <li>___ Money/ Wealth</li> <li>___ Nature/Environment</li> <li>___ Open-mindedness/Tolerance/Flexibility</li> <li>___ Optimism/Enthusiasm/Positivity</li> <li>___ Organization/Structure/Order</li> <li>___ Originality/Ideas/Individuality</li> <li>___ Partnership/Union/Belonging</li> <li>___ Perfection/Ideal/Virtue</li> <li>___ Planning/Strategy/Control</li> <li>___ Politeness/Discipline/Obedience</li> <li>___ Purpose/Meaning/Faith</li> <li>___ Quality time/Harmony/Pleasure</li> <li>___ Respect/Honor/Reputation</li> <li>___ Responsibility/Accountability/Reliability</li> <li>___ Risk taking/Excitement/Unknown</li> <li>___ Security/Economic security/Stability</li> <li>___ Self-expression/Imagination/Vision</li> <li>___ Service/Caring/Charity</li> <li>___ Status/Prestige</li> <li>___ Success/Fame/Social recognition</li> <li>___ Superiority/Dominance/Authority</li> <li>___ Sustainability/Recycling/Conservation</li> <li>___ Truthfulness/Self-alignment/Sincerity</li> <li>___ Understanding/Acceptance/ Receptiveness</li> </ul> |
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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.

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## 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

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## 2. Self-Love and Self-Responsibility – Be Your Own Best Friend

### Sleep

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

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### For a Good Night's Sleep...

- Regular bedtime and wake-up time
- Relaxing bedtime routine (no screens!)
- Exercise regularly
- Avoid caffeine

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## Tips for Team Leaders



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

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### 3. Breathing – Calm Your Mind with Your Breath

#### Tips for Team Leaders



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

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### 4. Playing & Working – Pursue Your Creative Passions!

#### Playing

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

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#### Tips for Team Leaders



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

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### 5. Communicating – Choose to Help rather than Rescue

#### Helping vs. Rescuing

To understand if you're a helper or a rescuer, ask yourself:

- 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?

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## 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

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## The Helper

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

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## 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

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## 6. Intimacy – Inspire Trust and Openness

### 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)

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### “Phubbing”

- Snubbing + Phone = Phubbing
- Phubbing lowers the quality of your interactions.  
(According to research at Western Washington University)

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## 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

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## 7. Transcending – Create a Culture of Wellbeing

### 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

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### 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 in organizations.

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*Thank You!*