

Workplace Culture and Barriers to Wellness Programs

Wellness @ Work: Incorporating Health Promotion into the Workplace

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Health promotion – the process of enabling people to increase control over and to improve their health.

Psychologically Healthy Workplace Standard

Agenda

- 1 Understanding Your Workplace Culture
- 2 Identifying and Overcoming Barriers to Wellness
- 3 Maximizing Employee Engagement in Wellness Programs

Got Ethics?



Don't forget Mammogram 10 a.m.

Before you think you're too busy for a stretch break, have a word with yourself.



logical, social
culture, n. 1.
tending, raising
[Civilizing



Cultural Interview

- What would you tell a friend about our organization if he or she was about to start working here?
- What is the one thing you would most like to change about this organization?
- Who is a hero around here? Why?
- What is your favorite characteristic that is present in our company?
- What kind of people fail in our organization?
- What is your favorite question to ask a candidate for a job in our company?

Does your organization invest in supporting employee health and employee financial well-being?

Financial well-being

- Do you provide compensation and security benefits that are competitive
- Do you use technology to deliver these rewards
- Do you provide retirement and health & wellness benefits to meet the employee needs

Culture of Health

- Do you promote a healthy work environment?
- Do your Senior leaders support policies that promote employee health and wellbeing?
- Do you offer health or wellness related initiatives and programs that encourage your employees to live a healthier lifestyle?
- Do you have the ability to reward employees for healthy lifestyles or taking steps to improve their health?

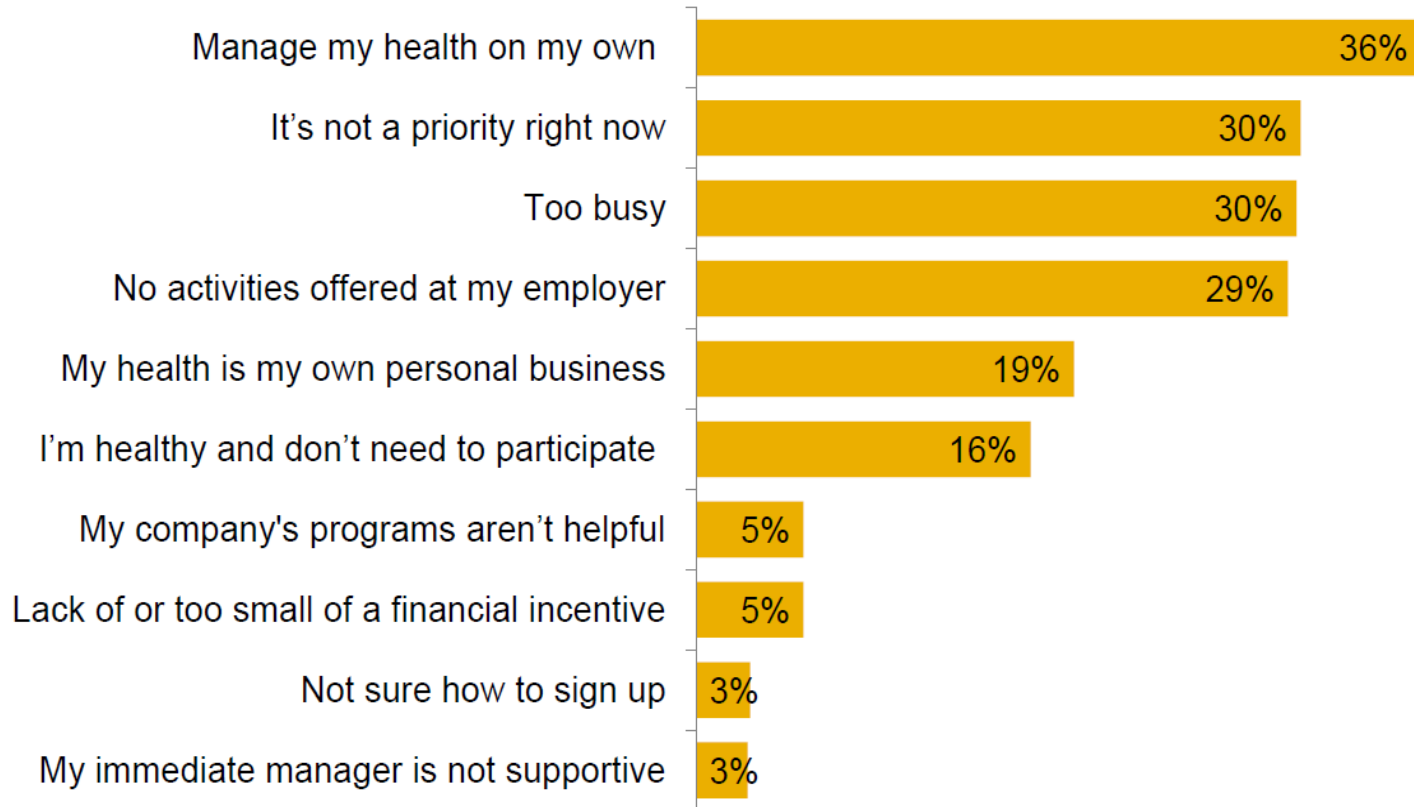
Identifying and Overcoming Barriers to Wellness

What barriers to
wellness are you facing?

Barriers to Wellness

- Lack of incentives
- Time
- Lack of Interest
- Undefined Purpose
- Motivation / Personal Issues
- Senior Level Support
- Management Support
- Funding Challenges

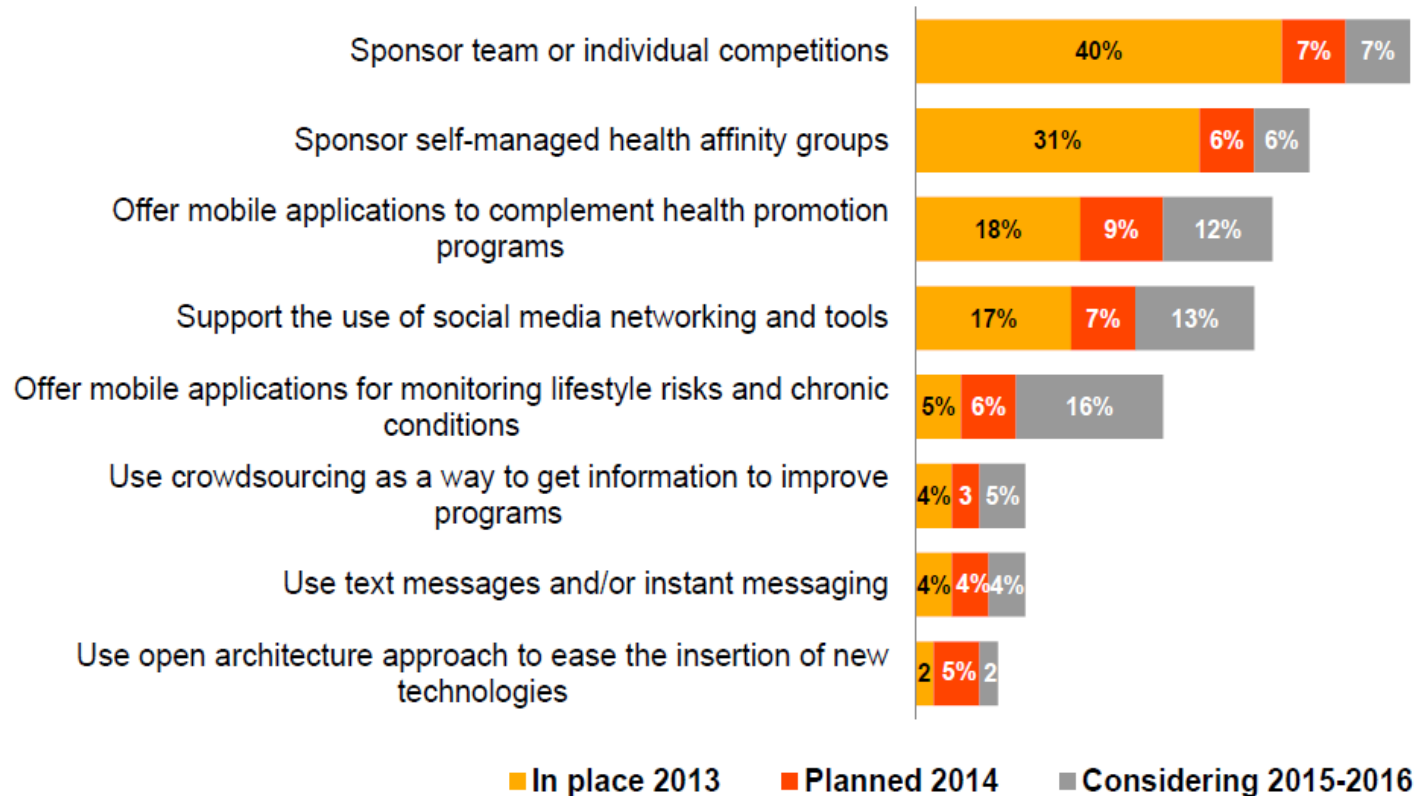
Top ten reasons Canadian employees are not participating in wellness activities



Source: Towers Watson's Global Benefits Attitude Survey, 2013
towerswatson.com

What strategies did you
use to overcome your
barriers?

As a result, employers are trying different ways to engage employees in healthy activities



Maximizing Employee
Engagement in Wellness
Programs

Steps to Success

- Senior leadership commitment
- Develop and link to Organizational Strategy
- Implement employee engagement strategies
- Engage Managers as ambassadors
- Communicate broadly on health
- Measure outcomes

Questions?