Creating a Culture of Wellness Together

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Objectives

• Understand what a healthy workplace culture and environment look like.

• Learn what initiatives, programs and policies are currently in place to support a healthy workplace culture and environment.

• Learn how you can be a part of the wellness movement and take action now.
Deep Breathing

Can help reduce tension so you can focus on your work and tasks at hand.

Taking just a few minutes can reward you with renewed energy and engagement throughout your day.
Poll

Which key area of a healthy workplace culture is most important to you?

A. Supportive environment (work/life, relationships)
B. Feel you are part of the mission; knowing your purpose (including strong communications)
C. Easy access to healthy choices (food, activity)
D. Access to Health Improvement Programs
E. Visibility of leadership (supervisor, managers, directors) and Modeling of Healthy Behaviors
Culture Defined

Social forces that shape behavior and beliefs through mechanisms such as:
Wellness Defined

Not only just the state or condition of being in good physical and mental health, but an environment that enables and empowers a diverse population to improve physical health, mental well-being, social participation, and human performance.
A Culture of Wellness

One in which **individuals** are able to make healthy choices **within an environment** that values, provides, and promotes options **supportive** of health and well-being for everyone. In short, the healthy choice becomes the easy choice.
5 Dimensions of Creating a Culture of Wellness

- Identify Shared Values and Priorities
- Establish New Wellness Norms
- Create Positive Touch Points
- Enhance Peer Support Networks
- Help Change the Climate
Why is it important...

- Reduces Health Risks
- It’s Healing
- Promotes Peak Performance
- Provides Opportunities to Help Others
- Enhances Teamwork/Morale
- Improves Energy
- Addresses the Soft Factors: work appreciation, work/life balance, learning and career development, age and work priorities
Group Activity

Discuss with your neighbor what are some of the workplace barriers to being “well”.

Be Well at Work
Faculty/Staff Health Programs
“You must be the change you wish to see in the world.” ~ Gandhi
Healthy Steps in the Right Direction

**Be aware of and communicate** to staff about campus health-related policies guidelines such as the **Ergonomic Guidelines**, **Flex Work Arrangements**, **Lactation Accommodation Policy**, and **Tobacco-Free Policy**.

**Support taking breaks**, eating lunch **away from desk** or workspace.

Begin meetings with a **one-minute** breathing/relaxation break.

**Managers/Supervisors**

**Department Norms**

**Individual**

**Become a Wellness Ambassador**

**Start a Walking or Meditation Group**

**Provide Peer Support**
Activity Break

Moving just 5-10 minutes during the day can help relieve stress, muscle tension, and improve energy.

uhs.berkeley.edu/activitybreaks
Poll

My department’s environment supports my health and well-being?

A. Yes
B. No
Be Well at Work – Wellness Program

Healthy Faculty and Staff

Healthy Workplace
Creating a healthy environment:

Breastfeeding Support Program

- Education
- Rooms
- Pumps
Creating a healthy environment:
Creating a healthy environment

uhs.berkeley.edu/healthymeetings
Creating a healthy environment
Creating a healthy environment

Healthier Vending

Eat Well Berkeley Restaurants

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I love tap water. It's good for you, it's good for the planet, it's safe and accessible, tastes great, and it saves money. Take the pledge today!

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What Can You Do?

- Use a refillable container for water and coffee
- Ensure water is available when beverages are provided
- Champion that your department host healthy meetings
- Reduce your waste
  - Use your own silverware
- Go bottleless!
  - Help your department use the water cooler conversion guide
Create a healthy environment

What Can You Do?

- Start a depart. norm: Walk ‘n talk meetings
- Post signage (available online) to encourage stair use
- Create a culture that it’s ok to take activity breaks
- Put wellness on agendas
- Use the tools available to supervisors to support wellness at work
Healthy Department Certification

- Wellness Leadership and Organizational Support
- Department Managers and Supervisors
- Communications and Promotions
- Department Culture
- Physical Environment
- Food Environment
- Physical Activity
- Stress Management and Emotional Health
- Ergonomics
- Safety
Group Activity

It's 2020 and your department has just received the Healthy Department Certification.

What is different?
Be a part of the Wellness Culture Movement

UC Berkeley Wellness Ambassadors

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Faculty/Staff Health Programs
Poll

Adults are most likely to change to healthy habits when supported by the people they spend most of their time with (e.g. at work).

A. True
B. False
What Wellness Ambassadors Can Do:

- Help **assess** your department’s wellness needs and interests.
- **Connect** faculty/staff to useful and relevant wellness resources.
- **Assist** the department or work unit in developing a strategy and structure to support wellness in the workplace.
- **Coordinate** with Be Well at Work to deliver wellness programming tailored to the unique needs of your department.
Examine
How one Wellness Ambassador is making a difference…

Veronica Alvarez
International House Wellness Ambassador
Group Activity

Discuss what role you can play to strengthen the sense of community and help to create a culture of wellness.
Thank you

For more information on Be Well at Work Programs for faculty/staff visit

uhs.berkeley.edu/bewellatwork