

# WELLNESS AT WORK

# THE FUTURE LOOKS BRIGHT

absenteeism

**147%**\*higher earnings per share

**EMPLOYEE ENGAGEMENT** 25-65% lower & FINANCIALLY employee turnover HEALTHIER **COMPANIES\*\*** 

22% higher profitability

**41%** fewer quality incidents/defects

**21%** higher productivity

10% higher customer satisfaction **48%** fewer safety incidents

# THE BUILDING BLOCKS

# **LEVEL 4**

## LEVEL 2

Mindfulness, Sleep and Stress Management "No tech" time, limiting emails, adequately

vacations, parental leave, work/life balance policies

### **LEVEL 1 Financial Well-being**

Living wage, salary parity, budgeting, retirement savings emergency financial

and social bonds

Connection





### LEVEL 3 **Healthy Foods**

Cafes, break rooms, vending machines, corporate events

### **Physical Activity**

Stairs, walking meetings, sit/stand desks, walking paths, **Engaging Built Environment** 

access to natural light, indoor plants, water features open and quiet spaces 

# Safe Psychological Environment Effective management training, culture of respect and trust, Employee Assistance Program (EAP), good communication

# Management and Wellness Leadership Leaders across the organization role mode healthy work/life choices; integration of wellness into vision, strategic initiatives, and cultural touchpoints to reinforce healthy behavior

Physical Safety
OSHA/labor rights compliance,
ergonomic policies and support, getting
workers safely to and from work, and
healthy built environments
(clean air/water)

# The Path of Worksite Well-being History

**HOW WE GOT HERE** 

### intertwined relationship between communities and organizations; broad individual access to wellness

The Future Fluid, autonomous work spaces, places and times;

through modern use of ancient wellness practices such as mindfulness and energy management, plus new science and telemedicine for employees and loved ones



### Jakarta Declaration from the WHO and EU

1990s Workplace Health

Promotion Movement/

# 1980s rise in sedentary jobs; onsite gyms;

# in industrialized nations

2000s

Stress management; fitness movement;

Growing number of disease

management programs,

wellness programs; tools and resources; escalating costs

related to healthcare spend



**Present Day** 

Built environment, access to

outdoors (and biophilia) and

emphasis on supporting employees' families (work/life balance and health initiatives)



cardiac rehab/safe return to work





### 1930s-50s Unions: Regulated hours, negotiated wages, workers' rights, occupational 1 safety/health, workers' comp

1830s-60s





Furone/US passed legislation to abolish slavery, a positive step in worker's human rights (still an ongoing issue in some parts of the world)



1884

Company built a company town for their workforce: it was composed of a library, theater hotel church market sewage farm, park, and residential buildings

Early Adopters: Pullman Car



Early Adopters: Wanamaker's Employees

were to be treated respectfully by management



### **Ancient Wellness Practices**

Sources: \*Gallup research \*\* The Future of Wellness at Work Report. For more worksite wellness history, see Appendix A, page 39

EMPOWERING WELLNESS WORLDWIDE