Eat Well, Move More: Worksite Wellness

Presented by Matina Kazameas, MPH

www.livewellgreenville.com
What is your Name and role?
What is your organization’s name?
What you are most interested to learn about relating to worksite wellness?
What is **LiveWell Greenville**?

LiveWell Greenville is a network of organizations partnering to ensure access to healthy eating and active living for every Greenville County resident.

**Mission**
LiveWell Greenville champions healthy eating and active living by convening partners to impact policies, systems and environmental changes.
**Vision:**
is for Greenville to be one of the healthiest communities in our country. Our goal is to decrease childhood obesity by increasing access to healthy foods and physical activity where people live, learn, work, play and pray.

> www.livewellgreenville.org
“It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural, and physical environment conspire against such change”

Smedley and Syme, 2000
Policies, Systems and the Environment around us

• **Policies** - rules that encourage or discourage certain behavior

• **System changes** – changes in how things are done in an organization or setting

• **Environmental changes** – changes in places we work, play, shop, go to school
PSE Simplified

**PUT UP** a BARRIER to make something **harder** to do

**REMOVE** a BARRIER to make something **easier** to do

OR

Adapted from ‘Making Change Stick’. Presentation by Karin Hohman, R.N., MBA
Strategic Health Concepts

www.livewellgreenville.com
Strengths of PSE changes

• Efforts are ongoing – they do not have a start and end
• Supports population behavior change – not just an individual approach
• Usually lower in cost with a high impact
• Greater sustainability
• More long-term benefits that withstand staff turn-over

Adapted from ‘Making Change Stick’.
Presentation by Karin Hohman, R.N., MBA
Strategic Health Concepts
Establish a safe community use fishing pond
Fishing Collective

= Charitable Act

= Sustainability

= PSE Change

Adapted from ‘Making Change Stick’. Presentation by Karin Hohman, R.N., MBA
Strategic Health Concepts
LiveWell At Work

Greenville County
possesses one of the highest obesity rates in the nation with 66% of adults and 41% of youth reported as overweight or obese

LiveWell Greenville
champions healthy eating and active living by convening partners to impact policy, systems and environmental changes

LiveWell At Work (LWAW)
connects employers with resources to create and sustain a culture of health in their workplace

www.livewellgreenville.com
Partnership

• Began in 2017
• Allows for more collaboration
• Alignment with national best practices
• Part of a statewide initiative
• Access to more resources and training opportunities
LWAW partners with Working Well, a proven strategic solution helping organizations to create thriving workplace cultures. Organizations gain access to a web platform and assessment tool addressing nine dimensions of worksite wellbeing.

<table>
<thead>
<tr>
<th>REDUCE:</th>
<th>IMPROVE:</th>
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</thead>
<tbody>
<tr>
<td>• (or stabilize) healthcare costs</td>
<td>• productivity</td>
</tr>
<tr>
<td>• turnover</td>
<td>• employee morale</td>
</tr>
</tbody>
</table>

Research shows well-designed comprehensive employee wellbeing efforts can:
Strategy for Wellbeing Platform

• owned by SCHA and built by USC
• evidence-based content
• customizable and affordable for any employer
• automated, interactive, and real-time
• opportunity for statewide recognition
• continuously reviewed and revised
Nine Dimensions of Wellbeing

- Wellness Culture
- Risk Assessment & Outreach
- Nutrition & Food Environment
- Tobacco Free
- Physical Activity
- Emotional & Mental Wellbeing
- Financial Wellbeing
- Incentives & Communication
- Evaluation

www.livewellgreenville.com
Nine Dimensions of Wellbeing

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- Incentives & Communication
- Evaluation

www.livewellgreenville.com
LiveWell At Work Partners follow our 5-Step process, to design a healthier workplace!
Strategy for Wellbeing Organizational Assessment

1. Wellness Culture

1) Is employee wellness included as a key business strategy in your worksite’s strategic plan?  
   - Yes  
   - No

2) Does your worksite have a formal multi-year wellness program strategic plan that includes goals and measurable objectives?  
   - Yes  
   - No

3) Is your wellness program funded through an annual budget provided by your worksite?  
   - Yes  
   - No

4) Does your worksite have a written policy which is communicated to employees that provides flexibility in their work hours to permit their participation in wellness activities?  
   - Yes  
   - No

5) Does your worksite have a written policy which is

Organizational assessment → Scorecard with benchmarking → Customized improvement opportunities → Toolbox with resources
Score card:

<table>
<thead>
<tr>
<th>Worksite Wellbeing Dimension</th>
<th>Maximum Points</th>
<th>Your Worksite's Score</th>
<th>Your Worksite's Rating</th>
<th>Average Scores of Other Worksites</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Of Your Size: In Your Industry: In Your County: In Your State: In Your Region:</td>
</tr>
<tr>
<td>Wellness Culture</td>
<td>24</td>
<td>6</td>
<td>Bronze</td>
<td>12 11 14 13 14</td>
</tr>
<tr>
<td>Risk Assessment &amp; Outreach</td>
<td>14</td>
<td>14</td>
<td>Platinum (Pending Validation)</td>
<td>9 7 12 10 13</td>
</tr>
<tr>
<td>Nutrition &amp; Food Environment</td>
<td>19</td>
<td>8</td>
<td>Silver</td>
<td>10 9 14 11 13</td>
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<td>Silver</td>
<td>11 10 14 11 12</td>
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<td>Tobacco Free</td>
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<td>10</td>
<td>Gold</td>
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<tr>
<td>Incentives &amp; Communications</td>
<td>30</td>
<td>7</td>
<td>Bronze</td>
<td>15 12 18 18 19</td>
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<tr>
<td>Evaluation</td>
<td>15</td>
<td>4</td>
<td>Bronze</td>
<td>6 3 6 7 5</td>
</tr>
</tbody>
</table>
## Improvement Opportunities

### Strategy for Wellbeing Improvement Opportunities

<table>
<thead>
<tr>
<th>Areas of Opportunity</th>
<th>Points to Be Earned</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Wellness Culture</strong></td>
<td>Maximum Points = 24</td>
<td>18 points</td>
</tr>
</tbody>
</table>

**Question:** 1) Is employee wellness included as a key business strategy in your worksite's written strategic plan?

- **Points:** 3.00

- Changing Your Office Environment
- ABC Company Annual Wellness Work Plan
- BJWSA Wellness Strategy
- Creating a Culture of Health-AHA
- Starting Your Worksite Wellness Program
- Valir Health Well-Aware Program Mission and Strategic Plan
- Building the Foundation of Your Wellness Program Webinar
- Changing Your Office Environment
- ABC Company Annual Wellness Work Plan
Use your results to form a plan with goals!

<table>
<thead>
<tr>
<th>Worksite Wellbeing Dimension</th>
<th>2022 Worksite’s Score</th>
<th>2020 Worksite’s Score</th>
<th>Average Score of Other Worksites</th>
<th>Of Your Size</th>
<th>In Your Industry</th>
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<th>In Your Region</th>
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</table>

& submit goals to Matina

**LiveWell Greenville**

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**Objectives:**
- Obtain the platinum rating in Strategy for WellBeing Assessment for the Wellness Culture dimension by improving our score from 11 to 22—obtaining at least 11 more points by December 2020.

**Strategies and Action Plan:**

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Action/Task</th>
<th>Points</th>
<th>Timeline</th>
<th>To Lead &amp; Engage</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve our Wellness Culture according to employee handbook</td>
<td>When updating the strategic plan, add employee wellness as a goal</td>
<td>3</td>
<td>March 2019</td>
<td></td>
<td>Donel</td>
</tr>
<tr>
<td>Create a formal multi-year wellness program strategic plan that includes</td>
<td>Wellness Action Plan (WAP) is being created by Matina and will be reviewed by</td>
<td>3</td>
<td>January 2019</td>
<td></td>
<td>Donel</td>
</tr>
<tr>
<td>goals and measurable objectives.</td>
<td>wellness committee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide funding for our wellness program through an annual budget.</td>
<td>Sally will look into our budget</td>
<td>3</td>
<td>March 2019</td>
<td></td>
<td>Donel</td>
</tr>
<tr>
<td>Assign responsibility to a paid staff member to implement and manage your</td>
<td>Assign this task to Matina as part of her job description.</td>
<td>3</td>
<td>NOW</td>
<td></td>
<td>Donel</td>
</tr>
<tr>
<td>wellness initiatives.</td>
<td>Provide recognition of employees for their wellness program achievements.</td>
<td>3</td>
<td>NOW</td>
<td></td>
<td>Donel</td>
</tr>
<tr>
<td>Investigating the potential to provide a clean, private place (not a</td>
<td>Work with UCG employees &amp; neighbor organizations to create shared</td>
<td>0</td>
<td>Dec 2020</td>
<td></td>
<td>Donel</td>
</tr>
<tr>
<td>dedicated washroom for breastfeeding mothers to express breast milk.</td>
<td>lactation room.</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Create, implement and communicate a lactation policy in workplace</td>
<td>Write policy into handbook and</td>
<td></td>
<td></td>
<td></td>
<td>Donel</td>
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During this phase, your workplace puts the plan into place!

+ resources from WorkingWell and LiveWell At Work
Strategy for Wellbeing Organizational Assessment

1. Wellness Culture

1) Is employee wellness included as a key business strategy in your workforce's strategic plan?
   - Yes
   - No

2) Does your workforce have a formal multi-year wellness program that includes goals and measurable objectives?
   - Yes
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3) Is your wellness program funded through an annual budget provided by your workforce?
   - Yes
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4) Does your workforce have a written policy which is communicated to employees that provides flexibility in their work hours to permit their participation in wellness activities?
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5) Does your workforce have a written policy which is communicated to employees that provides flexibility in their work hours to permit their participation in wellness activities?
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Strategy for Wellbeing Scorecard

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Your site will be recognized locally at The Wellies: LiveWell Greenville’s Annual Celebration!
Statewide recognition

- Award certificate
- Press release
- eNews article
- Recognition at all Working Well meetings
- Overall platinum award and onsite presentation when platinum in all nine dimensions of wellbeing
LWAW’s base Corporate membership (a $600/yr value) is only $150/yr

This membership includes:

A free ticket, with lunch, to all LWAW Quarterly Healthy Workplace Forums

Access to:
- Working Well’s evidence-based web platform: an organizational assessment with immediate results and tailored recommendations, resource toolbox, and E-Newsletter with best practice information
- Statewide trainings and events
- LWAW workgroup, a group of local professionals who are committed to helping you and your team through this process
- Customizable LWAW Employee Needs & Interest Survey

Eligibility for recognition:
- Locally as a LiveWell At Work Healthy Workplace at The Wellies Annual Celebration & on LiveWell Greenville’s website
- Statewide via Working Well when you reach platinum in any of the dimensions

Multiple worksites? Add locations for only $100.00/yr

www.livewellgreenville.com
Investment

Time: ~ 40min- 1hr to assess

- Getting involved with LWAW will take more time initially because building infrastructure from scratch, but having a plan makes it easier:
  - Assess with team
  - Keep good records
  - Set goals regularly and assess as you meet them

Cost: $150/ year for each organization
  - $100 for each additional site
Eat Well, Move More!

REAL and EASY ways to incorporate health into the workplace!
Monthly Wellness Challenges

February’s LiveWell Challenge
Create a habit of joyful movement throughout the day! This is also a mental wellness challenge because we will be moving in a way that increases happiness!

Criteria: 30min/day of joyful movement (dancing, playing with pets or children, hiking, walking, weights, whatever you enjoy). Can be broken up into two 15min bursts as well!

For each day you meet this goal, add a checkmark sticker for 1 point!
Flexible Work-time/ dress
Wellness Policy

LiveWell Greenville’s Dress Code Policy

4.4 Dress Code
As an organization that values the health and wellbeing of its employees, the Company encourages team members to be examples of healthy living. As such, the Company has adopted the following dress code policy:

- Dress Professionally – employees with any meetings with outside organizations/partners are expected to dress appropriately and professionally. This would exclude jeans (unless meeting with an organizational representative, on a Friday, with a known Friday dress down policy), workout gear and other athletic-leisure wear. Exception: walking meetings with partners.

Dress To Be Active – on office only days, with no outside meetings, employees are encouraged to dress comfortably. This can include jeans, workout gear and other athletic-leisure wear. All clothing should be in good condition, free of tears and provide appropriate coverage.
4.5 Wellness

As an organization that values the health and wellbeing of its employees, LiveWell Greenville encourages team members to be examples of healthy eating and active living. As such, the Company has adopted the following wellness policies:

- Healthy Meetings and Catering – all meals provided by the Company should be healthy with at least one plant based (vegetarian) option. Other options should be low in fat/sodium, not include processed or cured meats and high in whole grains. Desserts, other than fresh fruit, should never be offered. Water and unsweetened tea are the drinks of choice. All other sugar sweetened beverages should be limited and labeled. Sodas are prohibited.

- Walking Meetings – the team is highly encouraged to schedule walking meetings whenever possible and feasible.

- Physical Activity Opportunities– Employees are encouraged to be physically active whenever possible. Flex time to engage in physical activity is available for all employees as long as duties are covered and schedules are communicated.

- Sharing Food – please do not bring unhealthy foods or drinks to share in the break room, meetings, or conference rooms.

- Staff Wellness Challenges – all occasional staff wellness challenges are OPTIONAL. All employees are encouraged to engage but participation is not required or expected.
FREE Environmental changes

Raise your **fitness** level...
...one **STEP** at a time.

Aumente su nivel de acondicionamiento físico un paso a la vez.

**Take the stairs!**
Tome las escaleras!

www.livewellgreenville.com
## New Vending Machine Setup

<table>
<thead>
<tr>
<th>Row 1</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Healthy Chips-$0.90</td>
</tr>
<tr>
<td>Row 2</td>
<td>Other Chips- $0.90</td>
</tr>
<tr>
<td>Row 3</td>
<td>Healthy bars/Nuts- $0.85</td>
</tr>
<tr>
<td>Row 4</td>
<td>Crackers-$0.85 / Top Selling Candy $1.25</td>
</tr>
<tr>
<td>Row 5</td>
<td>Pastries/Muffins $1.25</td>
</tr>
<tr>
<td>Row 6</td>
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</tbody>
</table>
Building-wide wellness Interest Survey for co-working places

Wellness Interests Survey-McAlister Square

Needs and Interests

1. Does your employer allow you to participate in wellness activities during the day?
   - Yes
   - No
   - I don’t know

2. What time works best for you to participate in wellness offerings? Check all that apply.
   - Morning
   - Lunch
   - Afternoon

3. What best describes your work status at McAlister Square?
   - Full-time
   - Part-time
   - As needed (contractor, Per Diem, etc.)

4. Which, if any, of the following would you take part in, if offered? Check all that apply.
   - Onsite Exercise Class
LWAW Forum Save the Date!

Mental and Emotional Well-being for Employees
March 12, 2020
11AM-1PM
Lunch Included!
Register at:
https://www.eventbrite.com/e/mental-emotional-well-being-forum-tickets-93513428181
For more information:

Matina Kazameas
Partnership Coordinator, LiveWell Greenville
matinak@livewellgreenville.org
864-884-3246