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The Road to Wellness Results

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NRP, Wellness Consultant

De-mystifying worksite wellness

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**“In the next phase of our corporate wellness campaign,
all office machines shall be lubricated with omega-3 fish oil.”**

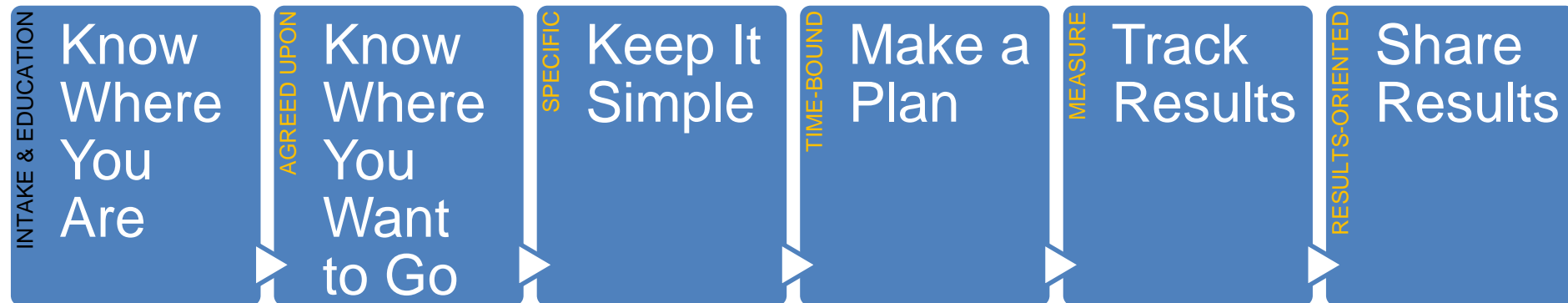


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Achieving Wellness Goals

- Specific
- Measurable
- Agreed upon
- Results-oriented
- Time-bound

Visualize Your Roadmap



Results-Oriented Data

Celebrating each stop along the way, not just the final destination. These are your **SHORT-TERM GOALS**.

LONG-TERM GOALS are often the following:

- Medical claims data
- Sick/absent days
- Work related injuries (safety data)
- Resources through the insurance provider (e.g., usage reports, Health Risk Assessment completion report, gym reimbursements)



Example Goal/Results

Goal: Organize a quarterly educational series for employees focused on financial wellness with the first session scheduled in October 2016.

Results:

- Rate of employee attendance at an employer-sponsored financial advisor presentation.
- Rate of participation and engagement (# of employees in attendance and the interaction/questions during and after).
- Survey on employee perception or takeaways.



EXAMPLE of Financial Wellness Session



Sample Financial Wellness poster.pdf



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Example Goal/Results

Goal: Design a wellness communication plan that starts January 1, 2017 with a focus on reviewing current health resources and highlighting new wellness events or initiatives.

Results:

- A yearly wellness calendar is created and distributed
- Quarterly wellness events or programs are organized
- Vendors or local resources are utilized
- Employee participation is tracked (i.e. attendance, email clicks, inquires, etc.)



Wellness Calendar Sample

Wellness Calendar SAMPLE

Date	Focus/Observation	Activity or Event
1st Quarter Theme: Healthy Eating, Healthy Heart		
January	New year, New You	Leadership letter/commitment to employee wellness. Outline current wellness resources. Insurance provider resources – review and re-communicating to employees.
February	American Heart Month	Resources from AHA to share with family and friends. My Life Check & Life's Simple 7 Challenge
March	National Nutrition Month	Lunch & Learn – TBD (local nutritionist with demo) Additional resources from “Simple Cooking with Heart” – AHA and www.eatright.org
2nd Quarter Theme: Take care of yourself		
April	Stress Awareness Month	Breathing and mindfulness exercises (audio) provided by vendor/resource
May	The Importance of Sleep	Education poster and information. Device/app suggestions
June	Get in Balance	Lunch & Learn – TBD topic and presenter
3rd Quarter Theme: Get Up and Move		

Example Goal/Results

Goal: Hire a 3rd party wellness vendor to facilitate biometric screenings and flu shots in October of 2017.

Results:

- Rate of employee attendance at an employer-sponsored event.
- Rate of participation and engagement.
- Number of employees who sign up for more education based on screening results.
- Individual versus aggregate data



Testimonials

“We wanted to develop and implement a Wellness Program that would be perceived by our staff as a benefit, with the initiatives of keeping it Simple, Fun and Accessible. Jessie was instrumental in providing guidance, resources and support to achieve this. A wellness consultant has access to an abundance of information with the focus of customizing your program to fit your organizations goals.”

– Jill, HR Director, Border State Bank



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Testimonials

“ Jessie has been a tremendous help in researching and generating a foundational platform for a wellness program. Without her help and resources it would have taken me twice as long!”

- Karissa, HR Manager, City of Lino Lakes

“Working with Jessie was extremely beneficial to our Employee Well-Being Month! Being able to work one-on-one with someone so knowledgeable on wellness initiatives really helped us generate some fun ideas which can be incorporated in our company year-round.”

- Meghan, Senior HR Generalist, Preferred Credit, Inc.

Testimonials

“I first heard of Jessie almost a year ago, after viewing a webinar she presented about stress. Jessie followed up my request for more information with a pleasant email setting up a fruitful relationship. Since then Jessie has helped me outline and execute a wellness program for our employees. In addition to executing a presentation herself about stress and wellness, Jessie he has helped me coordinate a presentation by Ashley Kibutha, registered dietician, as well as put me in contact with Joe Beckman, a positivity speaker. Jessie has played an important role in helping me with our wellness program and I look forward to our continued relationship.”

- Cory, HR Manager, Tom Kraemer Inc.



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Reasons why wellness programs fail

- The program is **overly complicated** – too many bells and whistles
- The **right people** are not on the bus (i.e. leadership, supervisors, decision makers)
- **Employee needs and interests** were not taken into consideration
- The **values and mission** of the organization were not aligned with the goals of the program
- The **communication** about the program was not consistent or clear
- No data was **tracked or evaluated** to understand impact and results (and/or it was never shared with leadership)



Obstacles to starting a wellness program

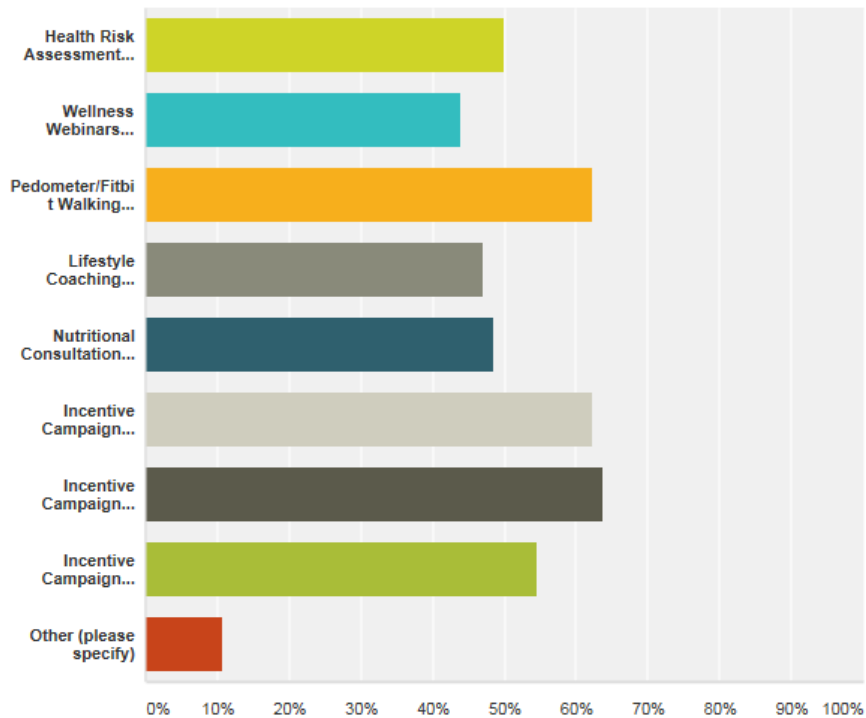
- No past worksite wellness experience
- Getting support from leadership
- Unclear vision of where to start
- Lack of time to produce and distribute program communications
- Lack of ideas for activities
- Lack of budget



Keep It Simple

What wellness programs would you attend/use if offered through your employer? (check all that apply)

Answered: 66 Skipped: 0



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Working with a wellness consultant

You don't need to add one more responsibility to your plate. More often than not, HR personnel are asked to "figure out" a wellness program or initiative on top of payroll, benefits, hiring, training, and other HR tasks. Working with a wellness consultant can help you balance the tasks on your plate.



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What you can expect in the initial conversation

- Client shares:
 - Current programs, successes and leadership support/buy-in
 - Areas for improvement or assistance needed
 - Overview of services/resources (insurance or vendors)
- Consultant provides:
 - General ideas for program enhancement & leadership support
 - Educational materials to increase awareness of current wellness trends
 - Action step recommendations (i.e. collect more data, facilitate a survey, reach out to current vendors/service providers)

What happens next?

- Client and consultant agree to one of the following as a first step:
 - Leadership involvement/assessment
 - Creating a wellness committee/group
 - Collecting more data (i.e. employee survey)
 - Leveraging existing resources (insurance, local/community)
 - Developing wellness program goals and objectives
- Client and consultant agree to a timeline with clear expectations and deadlines for follow-up.

What happens next?

Example of client/consultant timeline and agreement:

Initial consult – action steps for both client and consultant identified

Ex. collecting participation numbers from past programs (client)
outreach to insurance rep to understand services (consultant)

3-5 days later – client and consultant share information and agree on next steps

Ex. Facilitate an employee survey (client)

1-2 weeks – client provides survey results for consultant to tabulate

1 week later – consultant presents survey results with recommendations on a plan or strategy



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Strategy & support

- Based on first step actions, consultant will make recommendations with the goal of helping the client come up with a customized wellness plan.

EXAMPLE:

Company A discovers that 60% of their employees are interested in stress management activities/opportunities, 20% are interested in financial wellness and another 20% in nutrition.

Company A Wellness Plan (sample)

- Work with wellness consultant to create a wellness program operating plan or calendar of events/educational resources
- Ensure that the three main areas of employee interest are included
- Facilitate leadership visibility in initial communication and marketing pieces
- Utilize consultant to research and coordinate specific programs/events (e.g., lunch and learn presenter on financial wellness)
- Consider a “Did you know” communication campaign that illustrates the wellness services employees have access to and what they can expect moving forward.



One size does not fit all...

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"I've decided to start smoking.
My boss is giving \$150 to anyone who quits!"

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"It's an ergonomic ankle support to help you be more productive."



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Setting the stage for success

- Know and understand WELCO's Well Workplace Model also known as the 7 Benchmarks to Success
- Leverage your existing resources from national organizations, insurance provider, or local/county support (e.g., SHIP grants)



WELCOA's Well Workplace Model

- Capture senior level support
- Create a cohesive wellness team
- Collect data
- Craft and operating plan
- Choose appropriate interventions
- Create a supportive environment
- Carefully evaluate outcomes



National Organizations – Wellness Resources

- program toolkits
- online assessments
- communication examples
- free educational materials (digital and print)



Insurance Provider – Services & Support

- What do you know about your insurance providers investment in the wellness of your employees?
- How familiar are you with their services:
 - Health club reimbursements
 - Health Risk Assessment
 - Programs for enforcing healthy hab
 - Employee assistance program
 - General health and wellness resources



Other resources to consider

- North Risk Partners

MyWave Connect client portal resources

(e.g., posters, newsletters, and canned wellness initiatives such as a walking challenge or smoking cessation challenge)



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Other resources to consider

MyWave Connect client portal resources -

LIVE WELL WORK WELL

December 2016

Health and wellness tips for your work and life—
presented by North Risk Partners, LLC

The Connection Between Office Camaraderie and Your Health

Getting along with your co-workers can make the task of going to work more enjoyable and, according to recent research, can actually improve your health.

The Society for Personality and Social Psychology analyzed 51 studies of more than 19,000 people from different parts of the world and published its findings in the *Personality and Social Psychology Review*, an academic journal. The report also found that when individuals identify and are invested in relationships with their colleagues, workplace productivity increases, employee morale increases and burnout levels decrease.

If you have not already done so, consider taking steps to building professional, positive relationships with your co-workers. Use the following tips to develop positive relationships with your colleagues:

1. Be friendly and encouraging
2. Be supportive of other people's work
3. Initiate conversations, repeated interactions and communications
4. Be respectful to your co-workers and avoid participating in activities that don't involve them

TEST YOUR STRESS

Like most working professionals, you may experience job stress, relationship and family distress, and financial worries while trying to balance your home life with your work life. Since carrying around these burdens for too long can become too much to bear, it is important to identify stressors in your life and then work to mitigate them. Ignoring stressors can lead to more serious health-related problems, including heart disease, fatigue and weight gain.

To learn what is giving you anxiety and making your blood pressure rise, take this stress test. Once you identify what is causing your stress, you can reduce or eliminate those triggers from your life and live more peacefully.

1. Work Stressors

For each of the following stressors, circle how much each has affected you in the last month:

	Greatly	Moderately	A little	None
Workplace environment is uncomfortable and draining	3	2	1	0
Difficult or hazardous working conditions	3	2	1	0
Long or dangerous commute	3	2	1	0
Excessive responsibilities	3	2	1	0
Competing demands	3	2	1	0
Hard-to-meet deadlines	3	2	1	0
No resources to fulfill job tasks	3	2	1	0
Lack of input from others on your work	3	2	1	0

Once you can identify what is causing your stress, you can reduce or eliminate those triggers from your life and live more peacefully.

Other resources to consider

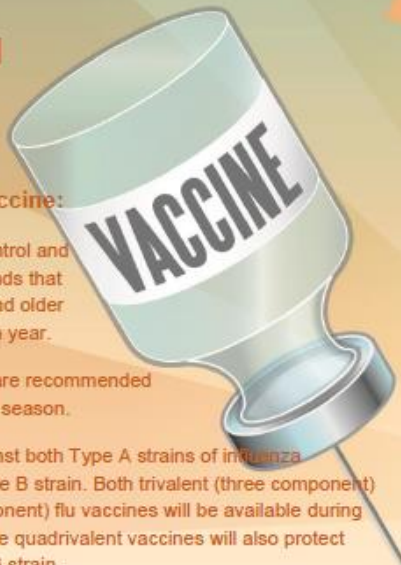
MyWave Connect client portal resources -

PROTECT YOURSELF AGAINST THE FLU!

Now is the time to get vaccinated against the flu.

Read on for information about the seasonal flu vaccine:

- The Centers for Disease Control and Prevention (CDC) recommends that everyone 6 months of age and older should get a flu vaccine each year.
- Only injectable flu vaccines are recommended for use for the 2016-2017 flu season.
- All vaccines will protect against both Type A strains of influenza (H1N1 and H3N2) and a Type B strain. Both trivalent (three component) and quadrivalent (four component) flu vaccines will be available during the 2016-2017 flu season; the quadrivalent vaccines will also protect against the additional Type B strain.
- Getting a flu vaccine will not make you sick, but you may have minor side effects that mirror flu symptoms, lasting one to two days.



Live Well, Work Well

It's never too early to get ready for next year. Plan to buy gifts throughout the year rather than waiting for the holiday rush.

HOLIDAY STRESS: STICKING TO YOUR BUDGET

The holidays can be a stressful time of year, and money is one of the leading causes of holiday anxiety for Americans.

The best time for holiday budgeting begins early in the year, when smart shoppers account for expenses associated with the holiday gift season in their monthly budgets and buy presents here and there throughout the year.

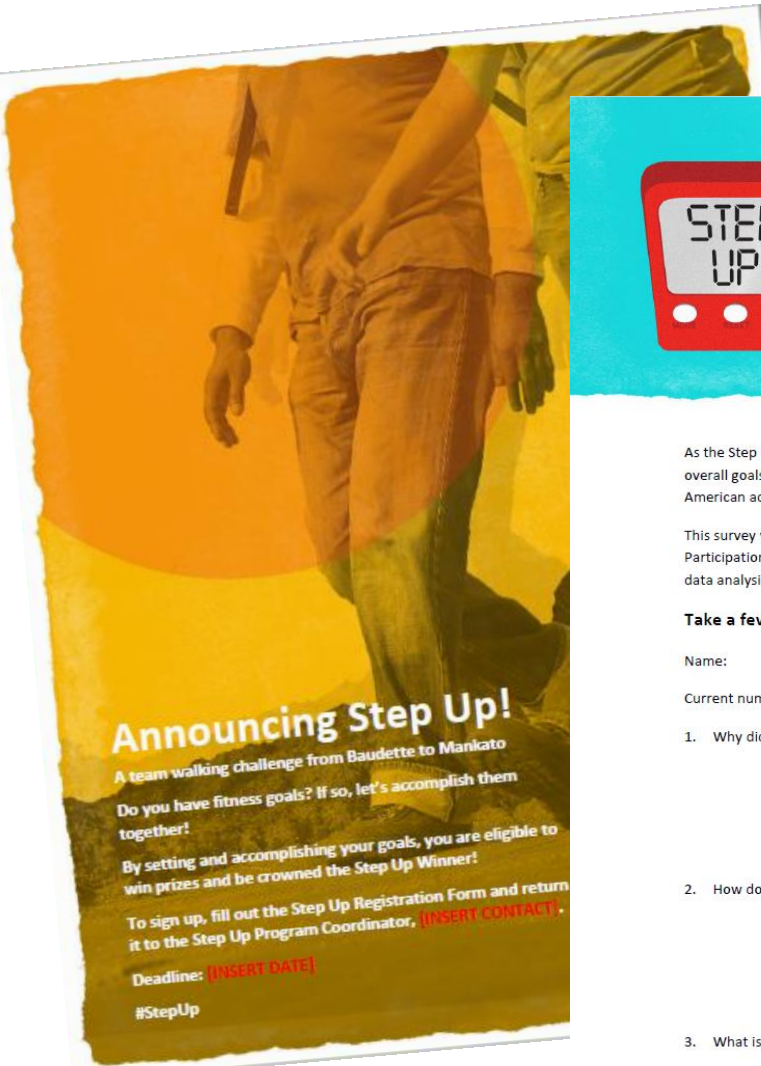
Additionally, resourceful budgeters flock to stores AFTER Christmas to scoop up decorations at bargain bin prices with an eye toward future holidays.

However, if you're like most people, you likely have not

- Buy in bulk. Have something on hand for those unexpected presents. A case of wine, elegant candles or a tin of homemade cookies are great ideas.
- Be realistic. Ask yourself if you can really afford to buy gifts—don't feel obligated to buy them if you can't afford them. A good rule of thumb is to leave the credit cards at home, and if you don't have the cash for it, don't buy it. Also be sure to avoid store-specific credit cards, which can charge exorbitantly high interest rates.
- Talk to your friends and family about scaling back. Ask about doing a gift exchange instead of buying gifts for everyone. If you find these things too embarrassing or unworkable consider going the homemade gift route.
- Shop online. Some of the best bargains won't be found in stores. Many retailers will waive shipping costs during the holidays. Plus, why spend the days before your holiday celebrations wasting gas and battling crowds for items that may not be in stock?
- Get a holiday job. Even with a good budget, the extra

Other resources to consider

MyWave Connect client portal resources -



Pre-program Survey

As the Step Up program is about to begin, take a minute to reflect on your initial pedometer reading and your overall goals. According to Catrine Tudor-Locke, director of the Walking Behavior Laboratory, the average American adult walks about 5,900 steps daily. How does your reading compare with that?

This survey will be used to gauge your baseline walking performance and opinion of the Step Up program. Participation in this survey is voluntary; all information will be kept confidential and used solely for anonymous data analysis.

Take a few moments to reflect on the Step Up program.

Name:

Current number of steps per week:

1. Why did you decide to participate in Step Up program? What are you hoping to get out of it?
2. How do you feel about your overall level of health and fitness?
3. What is your level of physical activity and general well-being now?

Week Eight

Only a few weeks left—make them your own! Put up a “WOW!” number of steps this week.

As of Week Eight, here are some of the top achievers:

1. (INSERT EMPLOYEE)
2. (INSERT EMPLOYEE)
3. (INSERT EMPLOYEE)
4. (INSERT EMPLOYEE)
5. (INSERT EMPLOYEE)
6. (INSERT EMPLOYEE)
7. (INSERT EMPLOYEE)
8. (INSERT EMPLOYEE)
9. (INSERT EMPLOYEE)
10. (INSERT EMPLOYEE)
11. (INSERT EMPLOYEE)
12. (INSERT EMPLOYEE)
13. (INSERT EMPLOYEE)
14. (INSERT EMPLOYEE)
15. (INSERT EMPLOYEE)
16. (INSERT EMPLOYEE)
17. (INSERT EMPLOYEE)
18. (INSERT EMPLOYEE)
19. (INSERT EMPLOYEE)
20. (INSERT EMPLOYEE)



Other resources to consider

- MN Department of Health – resources and information



Other resources to consider



Download the Toolkit

'Tis the Season for Wellbeing



Support your employees
to be fit and festive.

In case you missed it, Virgin Pulse released a Wellbeing Holiday Toolkit to prepare your workforce for a happy, healthy and stree-free holiday season.

[Download the toolkit](#) to access:

- [Virgin Pulse's survey on what impacts employee wellbeing most during the holidays](#)
- [A holiday poster series to post around the workplace to keep wellbeing top of mind](#)
- [Tipsheets on how to make simple healthy choices across all areas of wellbeing](#)
- [Actionable insights that will make holiday travel a breeze](#)



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Other resources to consider



Make work awesome.

Engagement | Performance | Exits | Best Places to Work

Hi Jessie,

Stressed about the complexity of increasing employee engagement?

Let us break it down for you in three simple steps! Over the next three weeks, I'll introduce you to each step and send you essential tips and resources to help.

So what's the first step? Collect!

Before you can improve engagement, you've got to know where you stand. In the Collect stage, you design your process for collecting employee feedback. Who will you survey? What will you ask? How will you get employees to participate?



COLLECT

Here's Your List of Four Essential Reads for the Collect Stage:



[\[Article\] Increase Workplace Survey Participation: 16 Tips for Success](#)

This popular article gives 16 ideas on how to increase survey response rate.

[Read the article.](#)



[\[Ebook\] Conducting an Employee Engagement Survey: The Complete Guide](#)

This comprehensive guide takes you through the most important decisions to make when planning your survey. [Read the ebook](#)



Common areas for consultant support

- Tabulating existing and/or new data
- Creating a wellness strategy based on data results and assessment
- Providing ideas and support for working with leadership – communication examples
- Gathering information regarding free resources and services.
- Assistance in leveraging existing vendors and/or services
- Coordinating wellness events or initiatives
- On-site support as a presenter or additional staff for a wellness event
- Reaching out to 3rd party vendors – advocating for the client's goals and expectations



3 Things you can do today!

- 1) Write down all existing programs or initiatives that fall under the wellness umbrella – how can you re-communicate them? “did you know...” campaign
- 2) Survey your employees
- 3) Call North Risk Partners’ Wellness Consultant (me)!



Find us on 

LinkedIn 



@jswellnessllc @NorthRisk



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Questions?

Professional Wellness Consulting

As is true with all of our services, the value of our worksite wellness services is rooted in our capacity to provide you with customized ongoing support from an industry expert. North Risk Partners' worksite wellness consultant, Jessie Sandoval, is available to talk you through all phases of the worksite wellness planning and implementation process.

About Jessie

- Certified Worksite Wellness Specialist (CWWS) and Program Manager (CWWPM) through the National Wellness Institute
- Certified Health Coach through the Institute for Integrative Nutrition
- Registered yoga instructor with over 12 years of teaching experience (corporate, gym, studio and specialty classes)
- Presenter on the following topics: stress management, employee wellness, stretching/yoga in the workplace

Contact Information

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Find us on  **Linked in**  @jswellnessllc @NorthRisk

