

What advice would you give a fellow wellness rock star?

- Keep trying!
- Don't compare your journey to someone else's. You are exactly where you are meant to be!
- Keep up the good work. (Even if you think no one notices.)
- Talk to peers! You don't have to reinvent the wheel.
- You are one habit away from a new life.
- Protein! Protein! Protein!
- Like David Hoke said, "be patient". Wellness evolves and we're in a time of transition. be thoughtful, intentional and patient. Enjoy the process.
- Stay focused on goals.
- Take it one day at a time!
- Faith driven conversations and discussions.
- Reach out to other worksite wellness groups - share ideas!
- Be inclusive (include yourself too) and know your people.
- Leadership is an activity, not a position. Everyone can lead at any time.
- Your well-being journey is unique don't let others discourage you.
- Be "OK" to fail, but learn to start again.
- Workplace outcome, not program
- I learned this today and loved it! Breath Box! Inhale 4, pause, exhale 4, pause.

What has your worksite done to enhance wellness in your workspaces?

- Be relatable and listen.
- We have a food policy - no after holiday candy dump. Perfect for no self-control people like me.
- We hold staff meetings at Botanica! Complete with rides on the merry-go-round!
- Weekly meeting - everyone must have an accomplishment and read it out loud. The office goes crazy, clapping and standing ovations.
- We sponsored a "Bunny Hunt" encouraging staff to get up and move to find the hidden bunnies in the office. We were happy to see some who usually don't participate.
- We incorporated a book club as part of our program that we focus on books that relate to health and wellness or to leadership and growth. Several who were not engaged ended up giving the most positive feedback.
- True wellness committee, working to engage employees to better themselves in all areas.
- Incorporating things that bring us joy into our normal work environment. (e.g. plants, flowers, music, family photos)
- Providing timely resources
- Lunch & learns, guided meditation
- Steps challenge
- We provide helpful articles on wellness
- Be creative and think outside the box
- Guided breathing classes on break

How does your worksite encourage teamwork and collaboration across departments?

(i.e., Cross Functional Teams, Job Sharing, Mentor programs)

- We have a refrigerated produce machine. Employees can get healthy food (apples, pineapple, bananas, boiled eggs) at or below cost.
- We have group meditation sessions twice a week - after we always give "gratefuls" everyone usually has at least one - makes day great! (Kansas Legal Services)
- We conduct internal service surveys twice a year to gain insight into friction points we can improve and also to recognize and celebrate outstanding efforts from teams. (Meritrust Credit Union)
- We have an individualized core points based program but host monthly challenges to get the team aspect. Some are competitions by person, or department and others are a group goal company-wide.
- We use a Teams channel devoted to wellness for those that want to be in the know!
- Addressing presentism and absentism. Focusing and making employees present in the moment.
- Work chickens: chicken watching can lower your blood pressure, your cholesterol and your triglyceride levels as well as reducing feelings of loneliness. (Kansas Legal Services)
- Team meetings every other week.
- March Madness wellness bingo challenge.

What is an out of the box wellness practice your worksite has implemented?

- High five highlights to support gratitude and employee recognition.
- Onsite massage table and massage therapist called in monthly
- Onsite meditation room
- Be open to new ways to improve employee retention
- Make intentional time for family and friends collaboration to be put in to the workspace
- Wellness wins - employees can submit coworkers names in a drawing based on "caught being good" health habits (walking at lunch). Winners get a prize off the wellness wall (water bottles, fitness coupons, etc)
- A wellness podcast

If you received \$500, \$1,000 & \$2,000 to support your wellness program, how would you use it?

- Creating a walking program to meet everyday in a safe place to offer better physical health to those who sit all day.
- Get the shop floor employees properly fitted in work boots. Foot health is not talked about enough.
- Put gym equipment at every department.
- Buy a massage chair for everyone to use.
- We are a non-profit so very limited on resources to have a complete scenario for a well being program for all the hard working staff in mental health.
- Thought journals for everyone - behaviors, actions, feelings all begin with thoughts.

Is there a wellness topic you'd like addressed or presented at a future conference?

- Getting administration on board with ideas
- How do we get "top down" buy-in as David Hoke talked about?
- Maternity/Paternity child care
- Leading employees with a generation gap
- More on employee support for retail and financial services
- Anxiety and panic attacks - how they affect your life.
- The danger of sitting