



THE OHIO STATE UNIVERSITY

Building A Culture of Well-being

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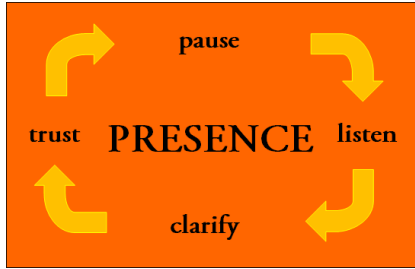
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Ground Rules and FYIs





Developing a culture-first mentality means focusing on yourself , our students and your colleague's total quality of life that includes **each** of the 9 dimensions of wellness.

In addressing the interconnectivity between individual wellness and organizational well-being and culture, we will discuss how to integrate wellness in fun, creative and effective ways.

The concept of workplace wellness is not a trend, it can be a sustainable and holistic approach to increasing employee satisfaction, motivation, and retention for the long-term. In fact, an emphasis on health and wellbeing boosts morale and productivity.



Physical



Social



Spiritual



Career



Creative



Emotional



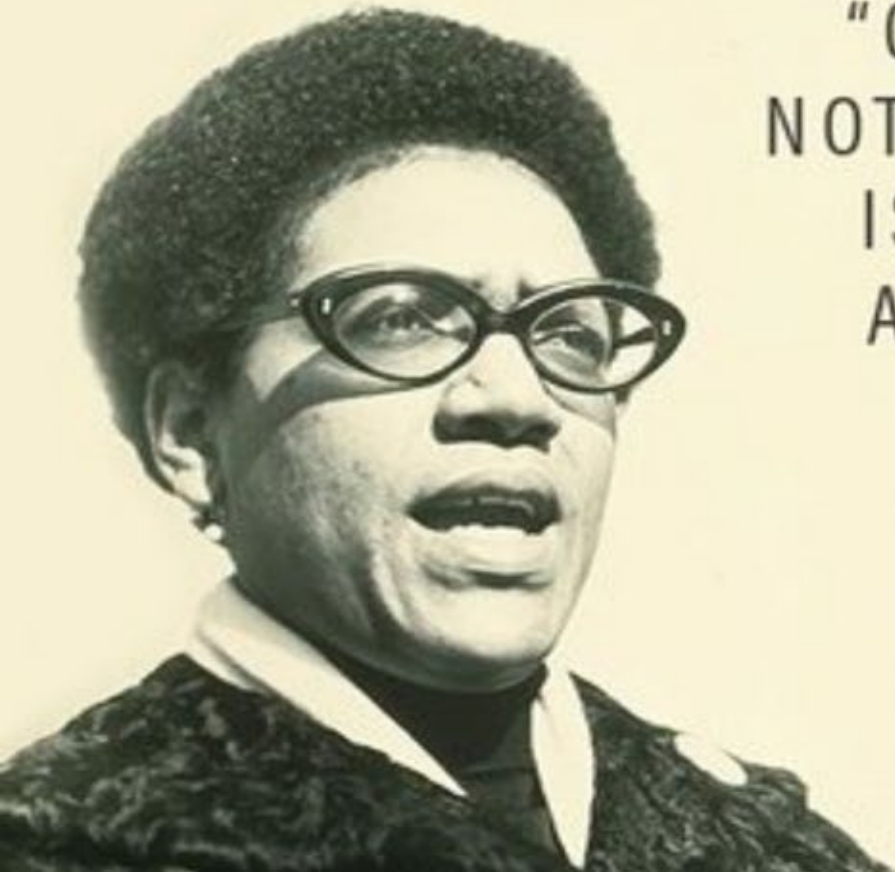
Environmental



Financial



Intellectual



"CARING FOR MYSELF IS
NOT SELF-INDULGENCE, IT
IS SELF-PRESERVATION,
AND THAT IS AN ACT OF
POLITICAL WARFARE."

-AUDRE LORDE



Applicable Definitions

- Wellness is . . . an active process of becoming aware of and making choices toward a more successful existence.
National Wellness Institute
- “Wellness is a conscious, deliberate process that requires a person to become aware of and make choices for a more satisfying lifestyle. Wellness is the process of creating and adapting patterns of behavior that lead to improved health in the wellness dimensions and heightened life satisfaction.”
(Swarbrick, 2006)
- The main goal of ‘Redefining Wellness’ is to provide actionable tips and techniques to people of all genders, racial and ethnic identities, nationalities, abilities, sizes and socioeconomic backgrounds with reliable information that focuses on wellness.



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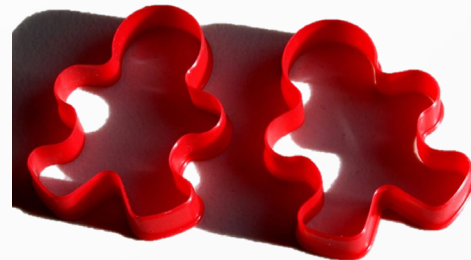
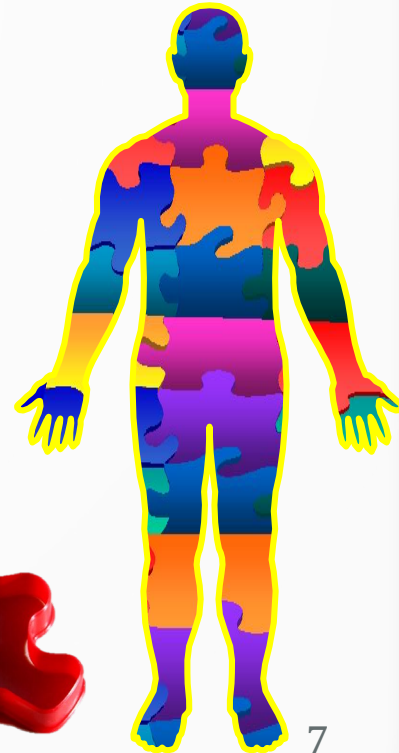
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INDIVIDUAL WELLBEING



Serve, Educate and Treat the Whole Person!

- No single approach is appropriate for all individuals.
- The approach must attend to multiple needs of the individual and get to the “root” of the problem(s).
- Practitioners and Individuals should be mindful of the many identities and experiences that impact a person’s well-being. *(i.e. race, gender identity, education, or socio-economic status)*





As Individuals

“You must manage your health and wellness as intentionally as you manage your work.”



COVID-19, Social Justice, Mental Health Problems & Lifestyles

Feelings of despair

Fear for loved ones

Decreases in job security

Increases in loneliness

Mindset switch from “thriving” to “survival”

Chronic “survival mode” for Black people

Zoom fatigue and burnout

Increases in alcohol use

Unhealthy eating patterns

Feelings of hopelessness

Increases in anxiety

Decreases in financial security

Social withdrawal

Sleep disturbances

Decline in physical activity



Surviving vs. Thriving

SURVIVE

1. To continue to live or exist, esp. in spite of danger or hardship.
2. To continue to live or exist in spite of *(an accident or ordeal)*
3. To manage to keep going in difficult circumstances.

Synonyms:

- *remain alive, live, sustain oneself*
- *pull through, get through, hold on/out*
- *make it*

THRIVE

1. To grow or develop well or vigorously.
2. To prosper; flourish.

Synonyms:

- *flourish, prosper, bloom,*
- *blossom, do well, advance,*
- *succeed, boom*



Symptoms/Signs of Burnout

- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment
- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early
- Feeling tired and drained most of the time
- Lowered immunity, feeling sick a lot
- Frequent headaches, back pain, muscle aches
- Change in appetite or sleep habits
- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation



Trauma Characteristics

1. Re-experiencing:

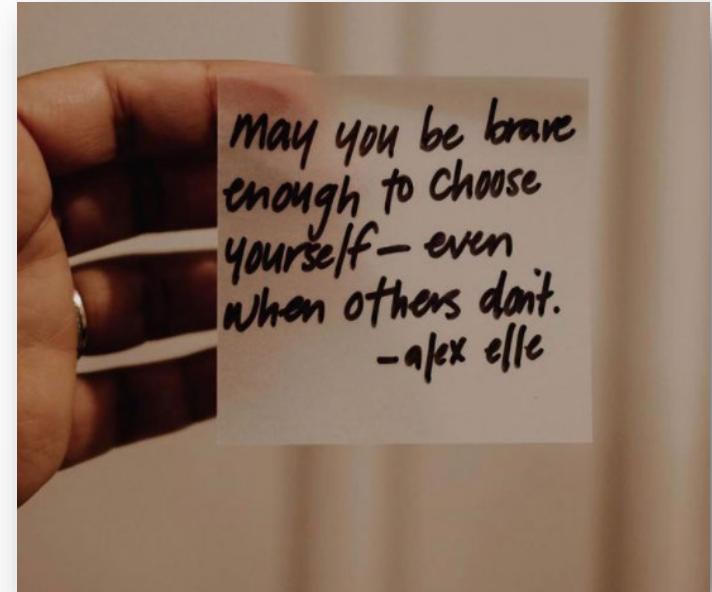
- Recurrent re-experiencing of trauma (e.g., flashbacks, nightmares, intrusive thoughts)

2. Avoidance:

- Persistent avoidance of stimuli associated with the trauma (e.g., thoughts, activities, people, and feelings of being detached/estranged)

3. Arousal:

- Persistent systems of increased arousal related to the trauma (e.g., difficulty falling asleep, frequent irritability, impaired concentration and hypervigilance)



YOU CAN'T POUR
FROM AN EMPTY CUP.
YOU HAVE TO TAKE
CARE OF
yourself
FIRST





The Emotional Cup

Every person has a cup that needs to be filled – affection, love, security, rest, respect, etc.

Some of us have a full cup most of the time or have ways to get a refill. But all of us experience a variety of emotions when our cup gets near empty.

Questions:

1. What signs or symptoms make you aware that you're near empty?
2. How do you deal with having an empty cup?
3. Are you "stealing" to refill your cup?
4. Are you aware of the ways that fill and empties your cup?
5. "What would you do differently if you knew the solution would appear with ease and grace?"





Create A Sense of Urgency

You are deserving of the life you want. Having an awareness of where YOU ARE within the 9 dimensions is an amazing opportunity. Start today with a commitment to focus on what matters most for you in terms of your well-being.

Communicate the Vision: Communicating your vision is key to your success and the communication needs to start with your greatest skeptic - Your BRAIN! How we behave, think, act, and respond to others are born out of many years of cumulated experiences, learning, perceptions, misconceptions, and reinforcement. You have to convince your brain that you can do it.



Automatic Negative Self Thoughts

All or nothing thinking



Sometimes called 'black and white thinking'

If I'm not perfect I have failed

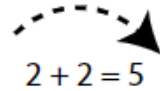
Either I do it right or not at all

Over-generalising

"everything is always rubbish"
"nothing good ever happens"

Seeing a pattern based upon a single event, or being overly broad in the conclusions we draw

Jumping to conclusions



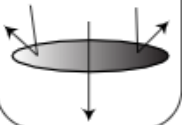
There are two key types of jumping to conclusions:
• **Mind reading** (imagining we know what others are thinking)
• **Fortune telling** (predicting the future)

Magnification (catastrophising) & minimisation



Blowing things out of proportion (catastrophising), or inappropriately shrinking something to make it seem less important

Mental filter



Only paying attention to certain types of evidence.

Noticing our failures but not seeing our successes

Disqualifying the positive



Discounting the good things that have happened or that you have done for some reason or another

That doesn't count

Labelling



Assigning labels to ourselves or other people

I'm a loser
I'm completely useless
They're such an idiot

Personalisation

"this is my fault"

Blaming yourself or taking responsibility for something that wasn't completely your fault. Conversely, blaming other people for something that was your fault.

Emotional reasoning



Assuming that because we feel a certain way what we think must be true.

I feel embarrassed so I must be an idiot

should must

Using critical words like 'should', 'must', or 'ought' can make us feel guilty, or like we have already failed

If we apply 'shoulds' to other people the result is often frustration





Filling Your Own Cup

“Self-affirmation is the process of reminding yourself of the values and interests ‘that constitute your true or core self’ [...] It’s taking stock of who you are and what you care about.”

I create a safe and secure space for myself wherever I am.

I give myself permission to do what is right for me.

I am confident in my ability to [fill in the blank].

I use my time and talents to help others [fill in the blank].

What I love about myself is my ability to [fill in the blank].

I feel proud of myself when I [fill in the blank].

I give myself space to grow and learn.

I allow myself to be who I am without judgment.

I listen to my intuition and trust my inner guide.

My mind is full of brilliant ideas.

I am at peace with who I am as a person.

I make a difference in the world by simply existing in it.

I accept my emotions and let them serve their purpose.

I give myself the care and attention that I deserve.

My drive and ambition allow me to achieve my goals.

I share my talents with the world by [fill in the blank].

I am good at helping others to [fill in the blank].

I trust that I am on the right path.

I am creatively inspired by the world around me.

I put my energy into things that matter to me.

I trust myself to make the right decision.

I am becoming closer to my true self every day.

I am grateful to have people in my life who [fill in the blank].



**Self-care is not selfish or self indulgent.
We can not nurture others from a dry
well.**

**We need to take care of our own needs
first, then we can give from our surplus,
our abundance. *Jennifer Loudon***



SELF-IMPROVEMENT STARTS HERE



Physical



Social



Spiritual



Career



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Financial

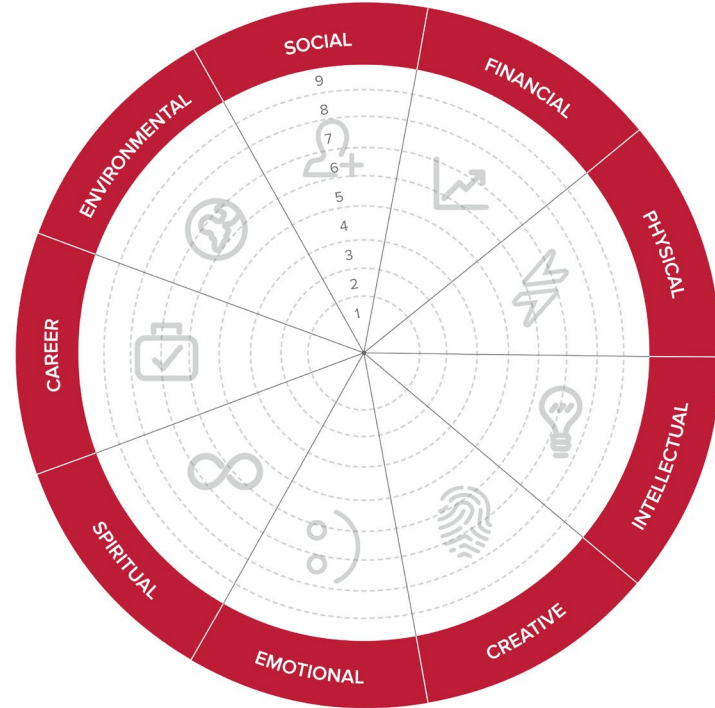


Intellectual



NINE DIMENSIONS OF WELL-BEING

Please rate your level of well-being within each dimension on the model below by filling in the well-being sections based on your individual ratings.





GOAL SETTING

Select the areas of wellness you want to make a priority.

	YES	MAYBE	NO
Career Wellness: (e.g. making decisions about major/career, finding meaningful work)			
Creative Wellness: (e.g. developing new perspectives related to different problems or challenges)			
Emotional Wellness: (e.g. coping with stress, managing and expressing emotions effectively)			
Environmental Wellness: (e.g. making use of available resources, relating to community)			
Financial Wellness: (e.g. managing financial stress, locating resources for financial support)			
Intellectual Wellness: (e.g. adjusting to academic challenges, managing test anxiety,)			
Physical Wellness: (e.g. good self-care, adequate nutrition and sleep, ability to manage daily tasks)			
Social Wellness: (e.g. developing close and sustaining relationships, sense of belonging)			
Spiritual Wellness: (e.g. clarifying personal beliefs, developing sense of meaning and purpose for life)			





Self Reflection





1. Would you describe your work as monotonous?
2. How satisfied are you with your job?
3. How tense or anxious have you been in the past week?
4. What unique gift or knowledge do you have to contribute?
5. What do you do when you are really up against the wall?
6. What do you do in your life that brings you happiness and joy? How often do you do this?
7. What gets in the way of you doing what brings you joy and health in the world?
8. What two steps could you take immediately that would make the greatest difference in your current situation?



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ORGANIZATIONAL WELLNESS



What Is A Culture Of Wellness?

Creating a culture of wellness means fostering a workplace that encourages and promotes the well-being of your employees. It means implementing ways for employees to be healthier at the workplace and helping them create healthy habits in both their personal and professional lives.

Your employees are directly affected by the culture of your company/department. For employees to be motivated to become healthier and prioritize their wellness, we need to develop a workplace culture that supports and rewards healthy behavior change and habits.



Wellbeing In the Workplace

For companies/departments looking to effect change in their workplace and create a culture of well-being that is more mindful of the whole person, they must understand how various factors outside of work influence things like productivity and engagement.

Understands that Resiliency is the Key to Managing Stress

- **Individual:** “Ability to recover from or adjust easily to misfortune or change.” (Merriam-Webster)
- **Organization:** “The capability of a system to maintain its function and structure in the face of internal and external changes and to degrade gracefully when it must” (*Henry Mintzberg, The Rise and Fall of Strategic Planning*)

Supervisors must lead this culture shift. Shifting from productivity to resiliency.



Employee Needs of Wellbeing In the Workplace

- Humans need enrichment, at work as well as away from work.
- The purpose and emotional health of great companies is centered around people.
- Investment into the employee, it must be designed with an understanding of what really matters to people – all components of their wellbeing needs.
- To Be Engaged!



Steps to Integrating Wellbeing In the Workplace

Define The Why – Before implementing any kind of wellness strategy, you need to step back and understand how, why and where wellness fits into your overall business/departmental culture and strategy.

Assess Your Current State – Evaluate your current employee population, review your organizational philosophy, and be honest about what you are currently doing when it comes to employee well-being. Be truthful with yourself as you peel back the layers on your current programs or policies to better understand where you want to go.

Determine Your Focus (short/long-term efforts) – Once you've assessed your current state, the next step is to make a plan. Build a common language, set your priorities and develop your overarching strategy for short and long-term goals.



Steps to Integrating Wellbeing In the Workplace

Design Your Approach To Change – As you design your approach, maximize resources, factor in key considerations, such as what motivational approach will work best with your employee population. Remind yourself of your goals and objectives as well as what results and impact you want to achieve. Be sure to also consider potential risks, resistance or conflict that exist, that you may encounter.

Communicate The Approach And Desired Change – Consider how you will make this change accessible, understandable and appealing to employees. Keep in mind that there will be employees at different stages of well-being, so it's important to understand your employee population.

Monitor Results And Impact – As you seek to understand how engaged and effective this culture change is working, identify and establish processes upfront for collecting and analyzing relevant data (qualitative/quantitative). For example, is engagement up? Is absenteeism going down?



Culture is Key to Resiliency

- Culture is a key element in efforts to manage the unexpected mindfully & requires:
- Top management conveys a clear preference for mindfulness in its beliefs, values and actions
- Top management actions and words are communicated credibly and consistently and remain salient for everyone
- Communicated values are seen to be consistent rather than hypocritical and are felt strongly by the majority of people.

Source: Weick & Sutcliffe (2007), Managing the Unexpected



Defining Engagement

- **Engaged:** work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.
- **Not Engaged:** essentially “checked out”; are sleepwalking through their workday, putting time – but not energy or passion – into their work.
- **Disengaged:** actively act out their unhappiness and undermine what their engaged coworkers accomplish every day.
- Productivity, profitability, retention and satisfaction all linked to Engagement

Source: The Gallup Organization



Opposite of Wellbeing In the Workplace

Elements of negative work environment:

- Dissatisfaction with job
- Authoritative rather than collaborative leadership
- Lack of trust and openness at work
- Lack of focus on individual strengths

Having any one of these four negative factors present drains well-being

- Employers eliminating these negative factors will see one of the greatest improvement in well-being scores and return on employee investment.

Stress-induced issues

- Leaders can and must proactively manage themselves and within their organizations

Employees who are overly stressed, over-worked and anxiety-plagued can't frame challenges in an optimistic way and move things forward.



WHEN EMPLOYEES FEEL “UN-WELL”

Company/Boss Doesn't Care

Too much to do

Co-workers Don't Care

No time for “me”

Don't like what I'm doing

Not enough resources

OVERWHELMED

Unrealistic Company Demands

Feel Trapped in my job

Pulled in too many directions at work & home

All work and no play

Worried about change/lack of upward mobility



As Supervisors

“The wellbeing of individuals and the wellbeing of the organization they work for, are inseparable. The better off employees are in their personal wellbeing, the better off the company can be – in terms of fiscal fitness, agility and capabilities for innovation and growth.”

Self Awareness

It's Not Enough For A Leader To Do Things Right, But We Must Do The Right Thing...



As Supervisors

“Personal wellbeing, includes the “whole” person at work—mind, body and soul. The physical workplace is a powerful agent in providing an environment in which people can THRIVE, which in turn allows us to build a resilient and agile organization.”

What Can YOU Do?

1. Take an active interest in your staff’s well-being, that includes career growth.
2. Motivate and facilitate your staff to connect with others.
3. Personalize the well-being experience.
4. Impact the well-being of others.
5. Care about our students today and tomorrow.



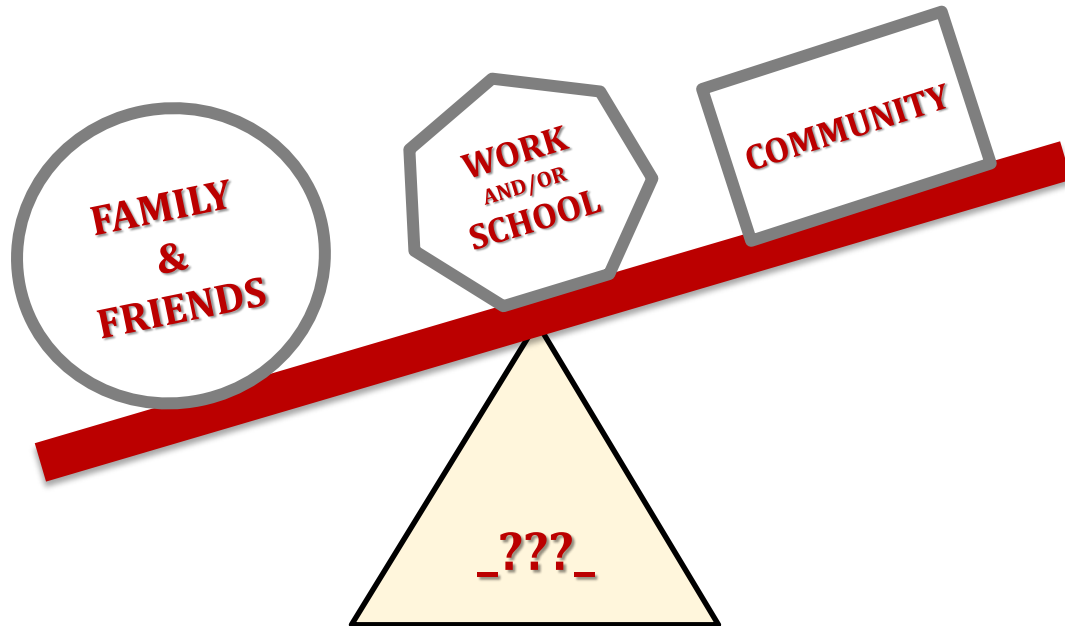
Benefits of Wellbeing In the Workplace

- A bond is formed when a person joins a company/organization. A workplace designed with employee wellbeing in mind can be a source of pride as well as a source of inspiration to achieve the purpose that drives both them and the organization.
 - People join People...
- The organization can be a place that makes people feel good about being part of the bigger whole.
- It's more important to get underneath surface of behaviors to values & attitudes.
- Creating places that provide for the wellbeing of people at work is critical for success. It's that simple. And that is powerful.
- Approaching health and well-being from a collective, community perspective shows that there is a “process to progress”.



Personal/Professional Balance

“The balance each of us strikes between our own enrichment and depletion is critical to our physical, emotional, and spiritual health.” *Suchman and Ramamurthy*





Self-Care/Maintenance

We need to nurture ourselves: - **Emotionally** - **Physically** - **Spiritually** - **Mentally**

- Self care is empowering; take charge of your life.
- When we are overwhelmed, we lack the energy and focus to make the same clear decisions that we normally would.
 - *We are unable to problem solve in a purposeful manner.*
 - *If we take care of ourselves regularly, we can better handle life's challenges that are bound to come up.*
- If we do just a few things regularly, to renew our energy and revitalize our spirit, we can not continue providing for others from a place of abundance.
- I challenge you to arrange some time in your schedule for self-care, and notice how much better you feel.



Reflection Questions

1. What would you be doing, where would you go if there was no FEAR involved?
2. What accomplishments or events must, in your opinion, occur during your lifetime to consider your life satisfying and well lived?
3. What is (or might there be) a secret passion in your life? Something you may or may not have allowed yourself to do so far, but which you would really love to do.
4. What unique gift or knowledge do you have to contribute?
5. Please describe what gives you a sense of purpose in life? What activities have meaning for you?
6. What's missing in your life, the presence of which would make your life be more fulfilling?
7. What do you do when you are really up against the wall?
8. What do you do in your life that brings you happiness and joy? How often do you do this?
9. What gets in the way of you doing what brings you joy and health in the world?
10. What two steps could you take immediately that would make the greatest difference in your current situation?



Wrap Up – The Glass

What comes to mind when you see this glass of water?

“The glass is half full or half empty?” “What kind of glass is that?”

“What kind of water is it?” “How heavy is this glass of water?”

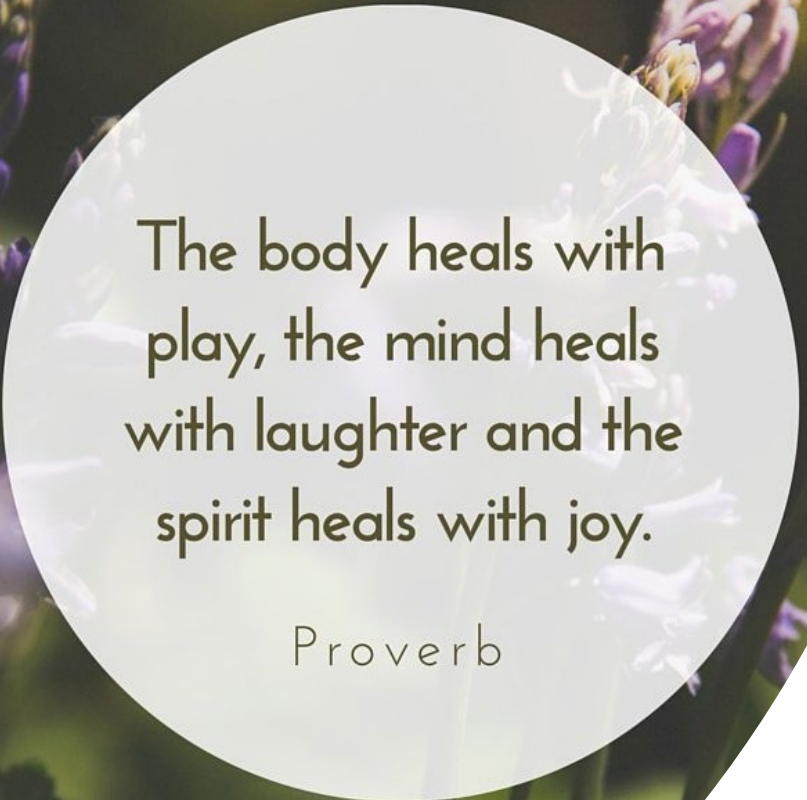
The absolute weight doesn't matter. But IT DOES depend on how long you hold it. If I hold it for a minute, it's not a problem. If I hold it for an hour, I'll have an ache in my arm. If I hold it for a day, my arm will feel numb and paralyzed.

In each case, the weight of the glass doesn't change, but the longer I hold it, the heavier it becomes.” “The stresses and worries in life are like that glass of water. Think about them for a while and nothing happens. Think about them a bit longer and they begin to hurt. And if you think about them all day long, you will feel paralyzed – incapable of doing anything.”

It's important to remember to let go of your stresses. As early in the evening as you can, put all your burdens down. Don't carry them through the evening and into the night.

Remember to put the glass down!





The body heals with
play, the mind heals
with laughter and the
spirit heals with joy.

Proverb

QUESTION & ANSWER