

Wellness Planning Workshop 2024



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Land Acknowledgment

We want to acknowledge the following tribe(s) whose traditional territory we are gathered on today as well as the diverse and vibrant native communities across Washington State.



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Smile you're on camera!



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Agenda for today

- Introductions
- Icebreaker
- What's new?
- Leadership Activity
- brainSTORM
- Engagement Activity
- Wrap-up



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Introductions

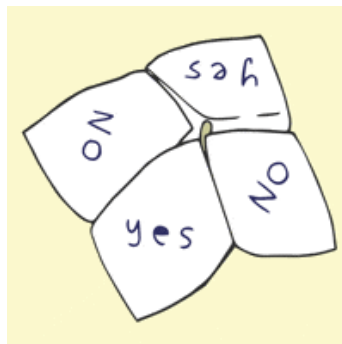


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Icebreaker: Fortune Teller



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What's new in 2025?



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EAP (ComPsych) Digital Enhancements

■ Digital Access to Work & Life Services

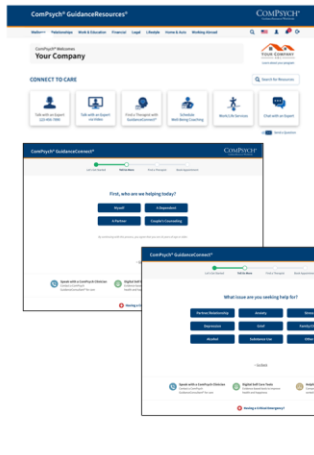
Three Simple Clicks to Help for Any Need

The image displays three overlapping screenshots of a digital interface for EAP (ComPsych) services. The top screenshot shows a progress bar with three steps: "Choose Subject", "Choose Topic", and "Choose Resource". Below the progress bar, it asks "Which of the following WORK/LIFE subjects can we help with?" and lists four categories: "Child Care and Elder Care Issues", "The Law or Legal Issues", "Money, Debt or Personal Finance", and "Housing, Vacation Planning, Scholarships, and other Consumer Matters". The middle screenshot shows a progress bar with the same three steps. It asks "Please select from the following topics:" and lists several topics: "Bankruptcy - Legal", "Consumer Issues", "Estate Planning", "Family Law: Adoption, Divorce, etc.", "Identity Theft", "Landlord/Tenant Issues", "Personal Injury", and "Real Estate". The bottom screenshot shows a progress bar with the same three steps. It asks "Looking for more assistance?" and lists several options: "See Recommended Resources", "Search for an Attorney", "Submit a Question", "Schedule a Virtual Information Session with a Legal Expert", and "Call or Talk with an Expert".

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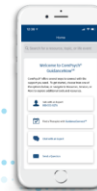
EAP (ComPsych) Digital Enhancements

■ GuidanceConnect - Digital Scheduling



GuidanceConnectSM - Intuitive self-serve option allows individuals to:

- Complete a brief, clinically-based assessment to identify their target need
- Indicate counselor preferences (gender, language, background, etc.) as well as view a brief profile
- Review potential counselor matches
- Book appointment with select providers, if desired
- Always supported by immediate 24/7 clinical support



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EAP (ComPsych) Digital Enhancements

■ Video Intake



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New session models for 2025!

Base model	Buy up option #1	Buy up option #2
1-3 visits → 1-6 visits (no cost to you!)	1-5 visits → 1-8 visits	1-8 visits → 1-10 visits

Contact the Trust to learn about buy up pricing for 2025.

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myStrength updates

Kaiser members

- Kaiser terminating relationship with myStrength as of 12/31/24
- New accounts for Kaiser users can no longer be created
- Current users have access until the end of the year
- Check out their other mental health resources - Calm & Headspace

Regence members

- myStrength becomes Teladoc Health 1/1/25

Regence

Teladoc
HEALTH

Get the self-guided emotional health support you want and deserve

At no extra cost to you

Discover Teladoc Health Mental Health, a flexible and convenient self-guided digital program with proven tools and dedicated support for stress, depression, sleep and more.

Teladoc Health empowers you with:

- A personalized plan**
Answer a series of questions and Teladoc Health will create a plan designed just for you.
- Recommended digital content and resources**
Explore self-guided activities and tools based on your goals and needs.
- In-the-moment tools**
Learn calming techniques, shift your thinking, get hopeful and feel more hopeful.

Teladoc Health® takes your privacy seriously. Your health information is protected by federal and state laws, including HIPAA. Please see our [Notice of Privacy Practices](#) for more information on how Teladoc Health uses your health information.

Get started

Join now by visiting TeladocHealth.com/start/mental-health-digital and use the code **REGENCEW1** to register.

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Talkspace for Regence & Asuris members



Conditions treated:

- Stress, anxiety, depression
- Trauma and grief
- Sleep issues
- Relationships
- Identity struggles
- Substance abuse

Counseling & therapy (via video appointment)

- Online individual therapy
- Couples therapy (relationship-centered)
- Teen therapy (ages 13-17)
- **Medication evaluation & management** (via video appointment)
- **Education & self-help tools** (meditation, journaling, reflections, positive thinking)
- Visit www.talkspace.com



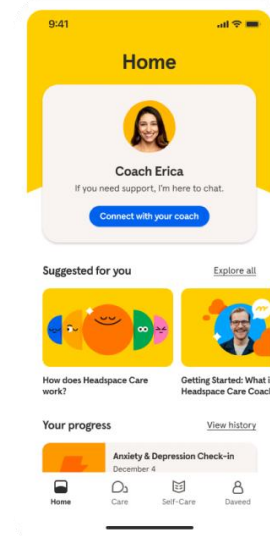
Talkspace is a separate company that provides mental health telehealth services.

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Headspace Care for Kaiser members

Headspace Care (formerly called Ginger) offers 1-on-1 emotional support coaching and self-care activities to help with many common challenges.

- 24/7 text-based emotional support coaching.
- Discuss goals, share challenges, and create an action plan with your coach.
- Headspace Care's text-based coaching services at no cost.
- www.kp.org/selfcareapps



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WellCity Changes



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1-2: Wellness committee

A wellness committee follows documented operating procedures, facilitates wellness program operations, and ensures the following:

- Committee membership is representative of the workforce. Consider the diversity of your workforce (races, genders, ages, departments, levels of authority, shifts, and workgroups) to ensure multiple perspectives are represented.
- Wellness coordinator and/or committee member(s) receive a minimum of three hours of workplace health promotion training.
- On-site consultation every 3 years with AWC Trust Health Promotion staff.
- The wellness program complies with HIPAA, GINA, ACA, ADA, and other laws related to worker health.

Upload the operating procedures in eWellCity.

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1-3: ~~Strategic~~ Wellness program plan

A strategic plan is established ~~and documented in the Wellness program plan~~, and includes the following:

- Mission statement
- Vision
- Long-term goals
- Annual wellness program budget of at least \$10 per full-time employee. Not to include staff salaries or benefits.
- ~~Program activity overview~~
- Communication plan (5-2)
- Evaluation plan (6-4)

Upload Wellness program plan to eWellCity.

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2-4: Physical work environment

The physical workplace environment supports employee health and well-being. A minimum of two categories are required.

- **Work - life balance.** Employees have access to a lactation room, personal break room, respite room, ~~or~~ quiet room, ~~private virtual care room, or outdoor spaces~~.
- **Healthy foods.** Healthy foods are available and easy to access (in vending machines or snack boxes), or kitchen and food preparation equipment is available.
- **Physical activity.** Physical activity is encouraged with features like a fitness room/gym, recreational equipment, walking trail, sit/stand desks, secure bike storage, or showers.
- **Safety.** Ergonomically designed workstations, proper lighting, or safety rails are provided.
- **Other** [Write-in]

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3-2: Health and safety integration

The wellness program integrates safety and occupational health, collaborates with the workplace safety program, or the programs have goals that are aligned and support each other.

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4-1: Information campaigns

~~Program includes an activity designed to distribute health information. Examples: wellness newsletter, bulletin board displays, wellness intranet page, emails, or handouts.~~

Program includes one health education information campaign on a specific topic.

Examples: heart month, breast cancer awareness, or diabetes prevention.

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Leadership Engagement



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WellCity Standard 1 - Leadership

1-1: Executive sponsor

An executive sponsor is a member of the executive leadership team that provides strategic direction, commitment, and conditions to ensure wellness program success.

1-4: Top management support

The city manager/administrator or equivalent supports employee well-being in these ways: lead by example, advocate, and accountability.

1-5: Department director/manager support

Department directors/managers support employee well-being in these ways: lead by example, advocate, and culture.

1-6: Supervisor support

Supervisor support employee well-being in these ways: lead by example, advocate, and accessibility.

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Why should leaders care about wellness?



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Benefits of wellness programs



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Gaining buy-in: Making the case for wellness

Connect wellness to organizational metrics and priorities

1. Find your organization's strategic plan, goals, or other guiding policy
2. Identify a goal or strategy that aligns with wellness
3. Use that same language in your wellness program goals
4. Share with leaders when selling your program
5. Repeat, remind, reinforce!

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Engaging with leaders

- Prepare thoughtfully
- Consider the leader's perception of the wellness program
- Meet them where they are at
- Manage your own emotional energy
- Ask the right questions
- Listen with intention
- Have realistic expectations
- Use stories and examples
- Offer new information in bite-sized chunks



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Scaling your message



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Activating managers: Do, speak, create

DO	SPEAK	CREATE
<ul style="list-style-type: none"> • Embody well-being • Lead by example • Actively participate in programs 	<ul style="list-style-type: none"> • Communicate how wellness program contributes to organizational mission, vision, & goals • Encourage participation in their work groups 	<ul style="list-style-type: none"> • Hold other leaders accountable for supporting well-being • Cultivate norms that support well-being • Implement supportive policies & infrastructure

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Leadership engagement activity

Identify how you would scale your message for your leader. What matters to them at each level?



Scaling your message

Organizational:

Departmental:

Individual:

What will you ask them to do to activate them?

Hint: Look at WellCity Standards 1-3 - 1-6.



Activate them!

Do:

Speak:

Create:

What else do you need to know about this leader and/or their team?



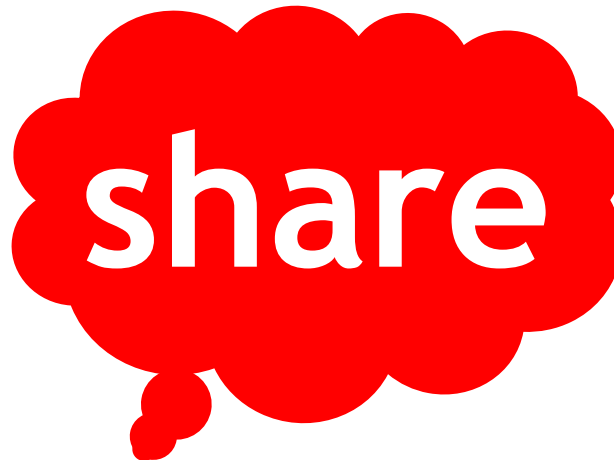
3 questions for your meeting

1.

2.

3.

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Intrinsic motivation

WellCity Standard 5—Engagement

Requirement 5-3: Motivation

- Extrinsic motivation—Incentives and rewards are extrinsic motivators and are best used selectively and sparingly to encourage simple actions. Use an incentive to encourage participation in at least one program activity. Ex. Door prize drawing for attending a presentation, activities offered during work time, recognition, small giveaways, or prizes for completing simple actions.
- Intrinsic motivation—When people are intrinsically motivated, they are acting out of genuine interest instead of rewards. They are self-directed in adopting a healthy lifestyle. Intrinsic motivation is more likely to lead to lasting health engagement. Demonstrate the use of intrinsic motivation to encourage health engagement. Ex.: offer a program that allows for skill building, focus on cooperation rather than outcomes, or communicate a meaningful rationale for participating (e.g. quality of life, financial stability, etc).

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Creating Intrinsic Motivation



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brainSTORM

How have you utilized intrinsic motivation?

If you haven't, what are some ways you
could use intrinsic motivation in your
programs/activities?



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Engaging employees in your wellness program



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Getting People Involved: The Dos

- Get management support
- Include your organization's mission
- Give them the time
- Take a holistic approach (not just about physical health)
- Set realistic expectations
- Communicate appropriately
- Avoid judgement
- Keep it fun and lighthearted



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Getting People Involved: The Don'ts

- Program "at" your employees
- Make it mandatory
- Threaten
- Fall for trends and pseudo-science
- Be condescending
- Underfund
- Ignore remote/hybrid workers
- Ignore diversity, equity, and inclusion
- Forget the fun



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A Word on Weight Loss Challenges

Unsustainable:

- Focuses on short-term goal instead of building long-term habits.
- Problematic for those with histories of disordered eating.
- Charging \$\$ for wellness activities is an equity issue.

What to do instead:

- Qualified guest speakers (registered dietitians!) to provide sound nutrition education.
- Focus on building healthy habits - adding whole foods, increasing hydration, movement, etc.
- Promote Wondr or Vida Health.



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Reassess, Restructure, and Relaunch

- Understand your participants—what do they really want? What are their barriers?
- Management buy-in—encourage participation.
- Keep program visible and accessible for all employees.
- Programs based off participants' interests—multidimensional approach.
- Rebranding wellness activities without using "wellness"
- Measure what you're doing so you can show impact.
- Reward engagement.
- Make it fun!

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SWOT Analysis

What's in a SWOT analysis?



BiteSize Learning

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Activity

- Each table group will get one scenario.
- Analyze the scenario using SWOT (Strength, Weakness, Opportunity, Threat).
- How would you improve the activity to better engage the workforce?

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Return to main group and share



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Trust Worksite Wellness Resources



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2025 Trainings

Webinars & networking

- 3rd Thursday each month

Health Education webinars

- *more coming in 2025!*

EAP webinars for employees

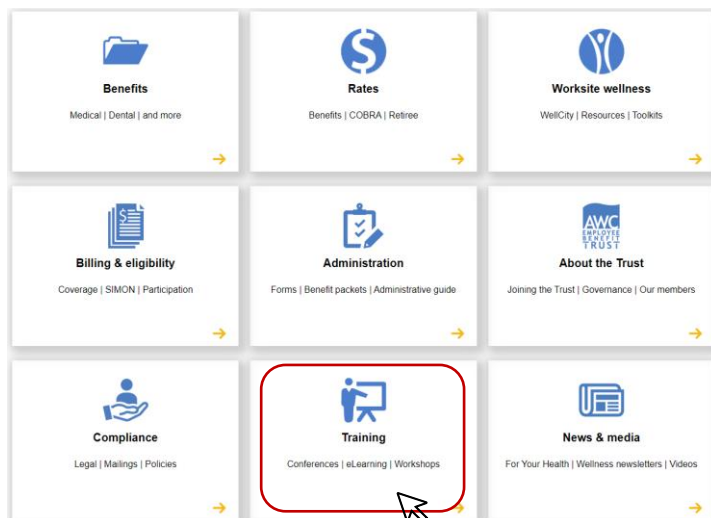
- 2nd Tuesday each month

Healthy Worksite Summit

- March 12 - 13, 2025

Wellness Planning Workshops

- October



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Paper-based challenges



Unlock the Laughs

Participants unlock the keys to laughter to melt daily stressors away.



Tasty Twist

Ramps up produce intake through daily tracking to increase servings of fruits & veggies.



Happy Trails

Promotes longevity and combats stress through weekly happiness practices.



Unplugged

Unplugs busy minds for better sleep through mindfulness, relaxation, and digital detox.

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Wrap-up responses

PollEv.com/wellcity



What's one thing
you learned?



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We're here for you!

Email us at

benefitinfo@awcnet.org

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Thank
You