The value of wellness in the workplace

12.03.20
Today’s Topics:

1. Why worksite wellness?

2. Virtual wellness

3. Feeding the body and soul

4. Latest on COVID-19
Legal Disclosure:

The Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

Northern Light Health does not know the particulars of your situation, so the information presented today is general in nature and is based upon Northern Light Health’s own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance Northern Light Health presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.
Ask us questions – give us feedback – this hour is for you

- Please use the chat function to ask your questions at anytime.
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VP of Operations  
Northern Light Beacon Health

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Sebasticook Valley Hospital

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Northern Light Beacon Health

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Medical Director, Clinical Education  
Northern Light EMMC

Clinical Lead for COVID-19 Incident Command, Northern Light Health

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Why worksite wellness?
Why Worksite Wellness? Understanding Health Risks & What Drives Cost

The wellness-illness continuum (I-W)

Health and vitality ↔ Disability and death

Lower Risk → Medium Risk → High Risk

Risk factors contributing to a person’s overall position on the wellness-illness continuum include:

- **Chronic disease**: cancer, diabetes, heart disease, emphysema/chronic bronchitis
- **Lifestyle choices**: high use of alcohol, tobacco, not wearing a seat belt, lack of physical activity, poor nutrition
- **Health conditions**: high BMI, stress, blood pressure, and cholesterol and low HDL

Improvement in overall health status and placement on the W-I continuum can be achieved by decreasing risk factors, improving lifestyle choices, and managing chronic disease which can reduce health care expenditures, health insurance premiums, and improve the quality of an employee’s health and life.
A Roadmap to a Worksite Wellness Program

**Review** your company’s mission and vision statements to see if it reflects employee health and wellness.

**Adopt** the health model of “don’t get worse”¹

**Identify** existing company policies and employee benefit plans which address health and wellness, (health risk assessments offered through the health insurance carrier, seat belt policy, etc.

**Utilize** an evidence based model to develop your worksite wellness plan.

**Understand** an investment in worksite wellness takes time to see the return on investment.....but it will come!

The Benchmarks

1. Committed and Aligned Leadership
2. Collaboration in Support of Wellness
3. Collecting Meaningful Data to Evolve a Wellness Strategy
4. Crafting an Operating Plan
5. Choosing Initiatives that Support the Whole Employee
6. Cultivate Supportive Health Promoting Environments, Policies, and Practices
7. Conduct Evaluation, Communicate, Celebrate, and Iterate

https://www.welcoa.org/resources/7-benchmarks/
Steps to build worksite wellness

https://www.welcoa.org/resources/7-benchmarks/

https://nationalwellness.org/resources/
Virtual wellness
The value of health coaching

How it works:

• Partnership
• Supportive
• Encouragement
• Accountability
• Motivational
• Guiding employees to success!
Virtually expanding our reach

- 3,200 connections
- 4,800 pounds lost
- 3,700 inches lost
- 17 million calories burned!
Virtual connections for lasting benefits

How it works

• Connect with almost anyone anywhere (remote employees or in the office)
• Reach more people when and where it works for them
• Tailor resources and action plan in order to transform their wellness!
Supporting population health and physical health

Biometric Screenings

- Height
- Weight
- BMI
- Glucose
- Blood Pressure
- Cholesterol

Zoom Fitness Classes

- Yoga
- HIIT
- Stretch Breaks
For more information:  
Population health expertise in the delivery of wellness

To learn more, please contact:  
Andy VanEss  
Wellness Manager  
Beacon Health  
avaness@emhs.org  
(207) 973-8273

### Wellness designed with you in mind...

The foundation of our Beacon Health wellness program is our ability to customize services to meet the unique needs of each population.

Personal health data, provided by the biometric screening and health risk assessment, allow our wellness team to meet your employees where they are, to more effectively engage them in healthier habits that encourage an improved quality of life. We believe wellness makes everyone healthier.

### Health Coaching

<table>
<thead>
<tr>
<th>What to expect:</th>
<th>What to expect:</th>
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<tbody>
<tr>
<td>Certified health and wellness coaches</td>
<td>Flexible scheduling to ensure all employees have access to wellness services no matter the day or time</td>
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<tr>
<td>Individual health coaching sessions, up to 30 minutes or flexible scheduling</td>
<td>15 weeks - Combination of individual and group sessions</td>
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<tr>
<td>In-person, phone, or video</td>
<td>20 minute sessions</td>
</tr>
<tr>
<td>Supportive, motivating, and always confidential</td>
<td>Comprehensive programs designed to support improving health and well-being</td>
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<tr>
<td>How often is it offered?</td>
<td>Decrease stress</td>
</tr>
<tr>
<td>You earn us to reach out to people with high risk factors and chronic conditions</td>
<td>Increase nutrition</td>
</tr>
<tr>
<td>Our model is flexible so we can tailor it to meet your goals</td>
<td>Improve mood</td>
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### Health Education

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<tr>
<th>What we offer:</th>
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<tbody>
<tr>
<td>High-intensity interval training (HIIT)</td>
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<tr>
<td>Meditation</td>
</tr>
<tr>
<td>Self-care</td>
</tr>
<tr>
<td>Stress Management</td>
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<tr>
<td>Stretch Breaks</td>
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### Virtual Classes

### Biometric Screenings

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<th>Offering recommended standard for biometric screenings is something we have expertise in.</th>
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<td>Our provider led program is built on promoting evidence-based medicine.</td>
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<table>
<thead>
<tr>
<th>What to expect:</th>
<th>Blood pressure</th>
</tr>
</thead>
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<tr>
<td>Height</td>
<td>BMI</td>
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<td>Glucose</td>
<td>Cholesterol</td>
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Feeding the body and soul
Nutrition, more important than ever

- Nutrition is one area of “control”
  - nourishment supports a healthy immune system
- Employee issues
  - routine disruption
  - mindless vs. mindful eating
  - meal planning vs. grazing
  - “COVID-19#”
- Strategies to help
  - Awareness & Action:
  - webinars/classes (meal planning, nutrient timing, hydration, cooking demos)
  - personal & group nutrition coaching (goal setting, accountability, course correction)
Supporting Mental Health during COVID

Impact of loss of routine and social connectedness:

- Depression and anxiety
- Stress response

Strategies:

- Focus on control:
  (news frequency, exercise, sleep, nutrition, ways to be social & enjoyment)
- Coping mechanisms; Deep Breathing Sessions
- Wellness Coaching; individualized
- Employee Assistance Programs
- Encourage mental health provider
Deep Breathing and Meditation demo

- Sit in a comfortable position
- Closed eyes or gentle gaze
- Deeply inhale and exhale
- Thoughts will wander...it’s normal
- Relax for 2 minutes...
Wellness is personal to us:

To learn more, please contact:

Andy VanEss
Wellness Manager
Beacon Health
avaness@emhs.org
(207) 973-8273
Latest on COVID-19
Spreading across Maine
All Northern Light Health COVID-19 testing sites are open.

- We anticipate that there will be an increase of post-Thanksgiving testing
- There are limited spots available for those looking to get tested
- The turnaround time for results, especially for those without symptoms, may take several days.
- If you or someone you know wants to schedule a test, please visit our website for a list of available locations and times.

https://northernlighthealth.org/Resources/COVID-19/Testing
Symptoms may appear 2-14 days after exposure to the virus

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Emergency warning signs for COVID-19 seek emergency medical care immediately:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face
Tools you can use:

https://northernlighthealth.org/Resources/Safe-Return-to-Business

STOP the spread of coronavirus

1. HANDS Wash them often
2. ELBOW Cough into it
3. FACE Don’t touch it
4. FEET Stay more than 6ft apart
5. FEEL sick? Stay home

The value of wellness in the workplace
For more information or to submit a topic for a future Zoom Conference:

Contact:
Lanie Abbott
Director of Communications
lwabbott@northernlight.org
Join us Thursday, December 17:
The latest information from the Maine CDC and Northern Light Health

Topics:
• Treatment protocols
• Vaccines
• Why we should have confidence in the system
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