Workplace Wellness that Works

MOVING BEYOND THE STANDARD WORKPLACE WELLNESS SOLUTIONS

Prepared by Laura Putnam, CEO • Motion Infusion • laura@motioninfusion.com • 415.310.5505
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10 STEPS TO INFUSE WELL-BEING & VITALITY INTO ANY ORGANIZATION

• Shift your mindset – from expert to agent of change (start a movement to move people)
• Imagine what's possible (move beyond wellness to well-being and living with vitality)
• Uncover the hidden factors (examine the culture)
• Start with what's right (create a foundation of optimism)
• Take a da Vinci approach to change (use an integrative approach)
• Go stealth (embed wellness into non-wellness initiatives to increase impact)
• Create meaning (move beyond incentives to leverage intrinsic motivation)
• Design nudges and cues (devise environmental prompts to make well-being easy and cultural prompts to make well-being “normal”)
• Launch and iterate (take an iterative approach toward wellness)
• Go global (create a “blue zone” of well-being in your workplace)
The Changemaker Imperative

WHAT’S YOUR “WHY?”

Every agent of change knows his/her “why.” What’s yours? Jot down notes below and then discuss with a partner.

WHAT’S YOUR CASE?

To help organize your thoughts, below are some prompts to get you started on building both the logical and emotional case for your movement.

☐ Your personal why:
☐ How this initiative builds on your why:
☐ Your organization’s mission:
☐ How this initiative supports the mission:
☐ Your organization’s values:
☐ How this initiative supports the organization’s values:
☐ Your organization’s core business objectives:
☐ How this initiative supports these core business objectives:
☐ What people want:
☐ How this initiative supports these wants:
☐ What people need:
☐ How this initiative supports these needs:
☐ The logical case for the initiative:
☐ The *emotional* case for the initiative:
The Imagination Imperative

CREATE YOUR VISION

Using the images provided, work with your tablemates to create the vision for your wellness movement. (Remember, it’s more than a program!) Based on the visual that you created with your tablemates, what are some words that describe the vision for your wellness movement?

LEVERAGE MASLOW TO MOVE BEYOND “HEALTH”

Maslow dared to imagine what's possible. You can do the same with your wellness movement.
The Engagement Imperative

CREATE THE CONDITIONS

We can never “get” anyone to be motivated, but we can create the conditions in which they are more likely to motivate themselves. This starts with tapping into key intrinsic motivational factors. What will you do to foster competency, autonomy, relatedness, purpose and play?

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<thead>
<tr>
<th>Competency</th>
<th>Autonomy</th>
<th>Relatedness</th>
<th>Purpose</th>
<th>Play</th>
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The “Make It Easy” and “Make It Normal” Imperative

DESIGN NUDGES AND CUES

What nudges and cues will you design to make it easy and make it normal to be healthy and thrive at work?

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<thead>
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<th>Physical</th>
<th>Emotional</th>
<th>Financial</th>
<th>Social</th>
<th>Career</th>
<th>Community</th>
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The “Sneakiness” Imperative

EMBED WELL-BEING INTO NON-WELLNESS INITIATIVES

Are you tired of pushing a rock up the hill, trying to get leaders on board and employees engaged? Then, consider going stealth! This begins with identifying your organization’s top business priorities and then coming up with clever language and ways to sneak wellness elements into these programs.

<table>
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<tr>
<th>Stop Calling It</th>
<th>Start Calling It</th>
<th>Continue Calling It</th>
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<tr>
<th>Examples of Top Stealth Opportunities in General</th>
<th>Potential Stealth Opportunities in Your Organization</th>
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<td>Staff meetings</td>
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<td>Leadership development</td>
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<td>Management trainings</td>
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<td>Safety trainings</td>
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<td>Onboarding</td>
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<td>Innovation initiatives</td>
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<td>Community outreach</td>
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A smarter framework for designing more effective workplace wellness programs

Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. Based on the latest research and backed by real-world examples and case studies, this guide shows you what you can do to start making a difference in your employees' health and happiness, and promoting an overall culture of well-being throughout your organization.

Laura Putnam is the CEO and founder of Motion Infusion Inc., and a speaker, trainer, and consultant on employee well-being and human performance.

Praise for Workplace Wellness that Works:

For those who are seeking a practical guide to workplace wellness, here’s your answer: a book that’s brimming with innovative ideas on how to take action today to improve employee health and well-being.

- Dee Edington and Jennifer Pitts, co-founders of Edington Associates and co-authors of Positive Health as a Win-Win Organizational Philosophy

Laura Putnam’s insights — coupled with compelling stories and tangible action items — will help any organization adopt a more creative approach toward transforming culture and influencing well-being at work.

About Motion Infusion

Motion Infusion, Inc., is a wellness and human performance improvement provider that is helping organizations to "get in motion." By merging evidence-based methodologies from the field of wellness with best practices from the field of learning and development, Motion Infusion is introducing innovative solutions to improve employee health, well-being and innovation.

About Laura

Laura Putnam, MA, author of *Workplace Wellness that Works* and CEO of Motion Infusion Inc., is a speaker, trainer and consultant on employee well-being and human performance. She consults with fortune 500 companies, nonprofit organizations and academic institutions, using a movement-based and holistic approach to improving health, engagement and innovation in the workplace. With a dual focus on enacting individual behavioral changes and facilitating broader organizational changes, she is a frequent speaker at national and international conferences and events. She also serves as Chair of the American Heart Association Greater Bay Area 2020 Task Force.

Prior to founding Motion Infusion, Inc., Laura worked in education and public policy as a teacher in urban public high schools, a director of a youth-leadership organization, and as a staff member on the Senate Antitrust Subcommittee. She was a nationally competitive collegiate gymnast, a professional dancer and is a certified Pilates and fitness instructor. Laura holds a Bachelor's degree from Stanford University in International Relations and a Masters in Education from Brown University.

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