

Workplace Wellness. BUILDING RESILIENCE.

Job Stress carries a price tag for US industry estimated at over \$300 billion annually as a result of: Accidents; Absenteeism; Employee turnover; Diminished productivity; Medical, legal, and insurance costs; and Workers' compensation*

STATISTIC:

Mental health conditions such as depression or anxiety are impacting 25% of adults in our county**

* <https://www.stress.org/workplace-stress/>
**Crow Wing County Health Survey Results, March 2015



Minimal cost ideas

- Woodland Good Samaritan provided their employees with an ACE's training. This in-service presentation engages employees to learn more about how past adverse life experiences contribute to who you are today and how to use that awareness to move forward.
- Essentia Health provides periodic resilience building training along with other resources.
- Crow Wing Energized provides a "3 Good Things" and "Attitude of Gratitude Tree" toolkit on a checkout basis to area businesses, schools and groups. This program is designed to promote and attitude of gratitude and inspire people to look for the good in their day.
- Crow Wing Energized also provides upon request free Building Resiliency bookmarks to hand out to employees with helpful tips to take to become more healthy and hopeful.

Today, more than ever, building resilience is needed in the workplace. Employees are experiencing ongoing change in the workplace. They're asked to take on new responsibilities, learn new skills, and do more with less. In 2010, 44% of Americans reported that work is often or always stressful, up to 50% of employees reported that work regularly interferes with responsibilities at home and keeps them from spending time with their families and 40% of employees do not take their allotted vacation time.

Why encourage building resilience?

Employees experiencing burnout, stress, and depression pose a risk to themselves, coworkers and customers.

EXPECTED OUTCOMES FOR YOUR BUSINESS

- Achieve employee satisfaction
- Maximize productivity
- Minimize absenteeism
- Manage healthcare costs

What have Crow Wing County businesses implemented to encourage employees to build resilience?

Area businesses have taken steps to help their employees make the healthy choice the easy choice:

- Woodland Good Samaritan provided their employees with an ACE's training. This in-service presentation engages employees to learn more about how past adverse life experiences contribute to who you are today and how to use that awareness to move forward.
- Essentia Health provides periodic resilience building training along with other resources.

For more information on hosting an ACE's training at your workplace contact Tom Gonzalez at tomgonzalez007@gmail.com. To request an Attitude of Gratitude toolkit for your worksite or more information on 3 Good Things contact Millie Engisch at Millicent.Engisch@EssentiaHealth.org

Crow Wing
energized

www.CrowWingEnergized.org