

WORKPLACE WELLNESS. The WHY. FREE or low cost improvements.



HOW strategies

Refer to five flyers that cover each of the following workplace wellness topics to learn more about improving the health of your employees and workplace through:

- Physical Activity
- Healthy Eating
- Building Resilience
- Tobacco Cessation
- Breastfeeding

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www.CrowWingEnergized.org

The annual **return on investment** for worksite wellness programs is **\$3-\$6 saved** for every \$1 spent after about 2 to 5 years

Achieve employee satisfaction

Company wellness initiatives increase employee recruitment and retention while bolstering employee morale.

Maximize productivity

Health issues cost companies an estimated \$225.8 billion annually, or \$1,685 per employee per year.

Minimize absenteeism

Absenteeism costs \$2.70 for every \$1 spent on wellness programs.

Manage healthcare costs

Obese adults spend 42% more on direct health care costs than adults who are of healthy weight.

Sources

Minnesota Department of Health, Office of Statewide Health Improvement Initiatives
85 East Seventh Place, Suite 220, PO Box 64882
St. Paul, MN 55164-0882 651-201-5443
www.health.state.mn.us/worksite
www.uschamber.com/reports/healthy-workforce-2010-and-beyond

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WORKPLACE WELLNESS. HEALTHY EATING.

The majority of adults spend nearly half of their waking hours at work. The work environment has a significant potential to influence health.

STATISTIC:

65% of Crow Wing County respondents reported that they are overweight or obese*



What have Crow Wing County businesses implemented to encourage employees to make healthy eating choices?

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

- Clow Stamping: Healthy snacks available for purchase in the breakroom. Salads delivered by local restaurant for purchase, commercial ice and water dispenser installed.
- CTC: Healthy snacks available for purchase in the breakroom.
- Brainerd Dispatch: Created an employee garden.
- Crow Wing County: Introduced Rethink Your Drink campaign to departments.

Minimal cost ideas

- Offer healthier vending options with healthy items priced as low as possible.
- Provide healthy snacks and meals for meetings such as fruit, nuts, yogurt, granola, or salads instead of offering high calorie items such as donuts and pizza.
- Provide free learning opportunities such as a Rethink Your Drink campaign to increase awareness of hidden sugar and empty calories.

There is a clear link between dietary choices and the presence of chronic conditions including diabetes and being overweight or obese.

When we get busy we often choose the “easiest” option. By providing healthy eating options, your worksite can make the healthy choice the easy choice.

*Crow Wing County Health Survey Results, February 2018

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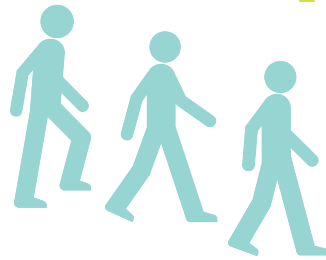


WORKPLACE WELLNESS. PHYSICAL ACTIVITY.

Physical activity is a natural mood elevator, relieves mild anxiety and depression, improves energy, and increases a sense of well-being

STATISTIC:

2 out of 3 adults are not meeting the recommended moderate or vigorous physical activity recommendations*



What have Crow Wing County businesses implemented to encourage employees to be physically active?

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

- Central Lake College: Installed signage for an indoor walking trail.
- Brainerd Family YMCA: Installed bike racks to encourage biking to work and/or during breaks.
- Big Stone Therapies: Encourage an employee buddy system for Daily 10. Employees select a stretch or exercise that has been developed by a licensed Physical Therapist and do 10 reps.

Minimal cost ideas

- Host a friendly fitness competition
- Allow employees an extra 15 minute break to be used solely for walking
- Use Point of Decision prompts
- Convert an unused meeting room into a multi-use space and add donated exercise equipment to it
- Invest in sit-to-stand workstations

Why encourage physical activity?

On average, Americans spend approximately 8.8 hours a day on work related activities. This is more than any other single aspect of their day. The health of workers is tied to the health and productivity of the workplace.

Our bodies are designed for movement, but modern technological advancements have changed our world and our living environments to such an extent that many of us often find ourselves sitting for more than 9.5 hours a day. Sitting for extended periods of time increase our risk of cardiovascular disease, lowers HDL (good) cholesterol, increased insulin issues, weight gain and some cancers.

*Crow Wing County Health Survey Results, February 2018

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WORKPLACE WELLNESS. BUILDING RESILIENCE.

Workplace stress is recognized worldwide as a challenge to workers' health and happiness. Workers who are stressed are more likely to be unhealthy, poorly motivated and less productive at work.*

STATISTIC:

Mental health conditions such as depression or anxiety are impacting 28% of adults in our county**



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:

- Brainerd ISD 181: Make It OK, a mental health stigma-reduction campaign, was presented to employees.
- Northern Pines Mental Health: New employees trained on how to practice good self-care.

Minimal cost ideas

Crow Wing Energized provides:

- 3 Good Things notepads
- Attitude of Gratitude Tree posters
- Guide to Healthy Sleep booklet
- Resiliency bookmark

Why encourage building resilience?

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

* http://www.who.int/occupational_health/publications/pwh3rev.pdf

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WORKPLACE WELLNESS. TOBACCO FREE.

Smokers incur more medical costs, see physicians more often and are admitted to hospitals for longer periods than non-smokers.*

STATISTIC:

1 in 4 (23%) adults use tobacco in Crow Wing County**



What have Crow Wing County businesses implemented to encourage employees to make tobacco free choices?

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

- Central Lakes College: Implemented a tobacco free policy which includes all grounds, property and vehicles.
- Clow Stamping: Invested in carbon monoxide readers to educate smokers on effects.



Minimal cost ideas

- Promote free smoking cessation services such as Quitplan and Clearway MN.
- Update and implement smoke free workplace policies.
- Provide cessation posters in breakrooms, conference rooms, etc..

In Minnesota, \$3.2 billion per year is spent on healthcare costs. Smokers miss 2.6 more days than non-smokers. The average smoker takes two 15-minute smoke breaks on top of regular break times.

* A toolkit for Minnesota employees

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WORKPLACE WELLNESS. BREASTFEEDING.

Providing accommodations for nursing mothers is the law both at the federal and state level. Workplaces must provide time for moms to express milk and a private place that is not a bathroom stall.

STATISTIC:

Employers who provide lactation support can see a 3:1 return on investment.

Many Minnesota mothers work outside of the home. By supporting breastfeeding in the workplace, mothers reduce their risk of breast and ovarian cancer, type 2 diabetes and postpartum depression. Breast-fed infants have a decreased risk of: SIDS, obesity, diabetes, asthma, leukemia and other medical conditions.

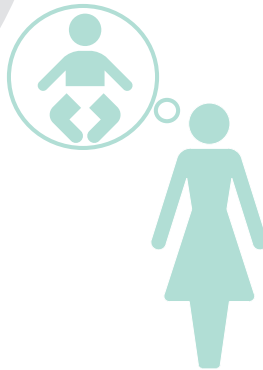
* A toolkit for Minnesota employees

**Crow Wing County Health Survey Results, February 2018

What have Crow Wing County businesses implemented to encourage breastfeeding moms to return to the workplace?

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

- Essentia Health St. Joseph's Medical Center, Baxter Clinic, and Brainerd Clinic: Designated breastfeeding friendly workplace by the Minnesota Department of Health.
- CTC: Offers employees a private breastfeeding space with a mini refrigerator.



Minimal cost ideas

- Provide a private space.
- Provide a small refrigerator.
- Encourage supervisors and colleagues to be supportive.

Why encourage moms?

Supportive breastfeeding policies have benefits that include an earlier return from maternity leave, higher employee productivity and morale, higher employer loyalty and potential recognition as a family friendly business.

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