Agenda

Introduction
Why culture matters?
Measurement
Impacting culture
Questions/Discussion
Christmas Story

Past 30 years
Stress
Anger
Resentment
Busy
Depleted
Dread
Distraction Eating

Now
Relaxed
Excited
Peaceful
Sense of abundance
Anticipation
In control
Eating
(not crossing it off the list)
Are we solving for the right problem?
Wellbeing is a habit not a thing
Why Culture Matters
Improving Culture: Greater Engagement/Productivity

- Culture of Health (CoH) key to impact
- Wellbeing at Work score assoc. with 30% greater job satisfaction 42% lower intention to leave
- Employer support increase yielded:
  - 2x the increase in wellbeing score
  - 2x decreased presenteeism
  - Increased job performance by 10%


Objective: To evaluate employee wellbeing change and associated changes in productivity, health risks, including smoking, and workplace supportive practices, and to assess the degree to which this occurs in a health promoting workplace setting.

Methods: This was an employer-based, cross-sectional study evaluating workplace culture, employee engagement, performance, and job satisfaction. Data were collected through an online survey. Employers were selected based on their commitment to supporting employee health and wellbeing.

Results: Compared to employees in non-supportive organizations, employees in supportive organizations reported higher levels of well-being, lower smoking rates, and increased job performance. These findings were consistent across various demographic groups.

Conclusion: Organizational support for employee health and wellbeing is associated with improved health outcomes and increased job performance. Practices that promote a supportive workplace culture are likely to yield positive results for both employees and organizations.

Goetzel, 2014; Kwon & Marzec, 2015; Hamar, 2015
More likely to meet health goals in supportive culture

Human Resources Institute, 2016
Higher culture scores; better work engagement

Work Engagement Linked to Culture that Supports Well-Being

Pearson Correlation = 0.87
p-value < 0.001
Imagine swimming in a river. Are you going upstream or with current? How hard do you have to “swim” to be healthy?
Measuring Culture
Measuring Culture, Understanding Multiple Perspectives

PROGRAM DESIGN
Pinpoints specific opportunities in your program design and implementation strategies to align with our What the Best Do Better best practices framework.

LEADER VIEWPOINT
Brief, structured discussions with key leaders capture insights on policies and practices. Surfaces perceptions about current and future.

EMPLOYEE VIEWPOINT
Wellbeing at Work validated online assessment – developed at the University of Michigan – to quickly capture perceptions by job class and locations.

SITE SCAN
Review policies and assess physical environments including, exercise space, stairwells, cafeterias, outdoor amenities and local community.
Influences of culture are multi-layered
Table with culture data and percent overweight—see recent Amer J Health Prom. article.

Marzec, 2018 Amer J. Hlth Prom
http://journals.sagepub.com/doi/pdf/10.1177/0890117118804149b
Workplace environment
Murals to encourage stair use
Typical Vending

VS.

Healthier Vending
Could move unhealthy choices like candy to less prominent location
MD “state drink”; place water eye level
Are we really being helpful to coworkers?

Separate from impact on health when ingested, even the act of resisting tempting unhealthy foods decreases cognitive ability to accomplish challenging tasks and ability to focus by 30%-50% (Baumeister, 1998).


Did you Know? 50% of adults in MI have Mich. Pre- / Diabetes
Stress—Social acceptance for using resources?
And then there is.....
Different people prefer different modalities

<table>
<thead>
<tr>
<th></th>
<th>Coaching</th>
<th>Journeys</th>
<th>Tracking</th>
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<tbody>
<tr>
<td><strong>Age</strong></td>
<td>Over 50</td>
<td>Fairly even 25-64</td>
<td>Under 40</td>
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<tr>
<td><strong>Industry</strong></td>
<td>Manufacturing or service industries</td>
<td>Professional service</td>
<td>Professional service</td>
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<tr>
<td><strong>Neighborhood</strong></td>
<td>Lower income and more rural neighborhoods</td>
<td>Middle to upper income, suburban neighborhoods</td>
<td>Upper income, suburban neighborhoods</td>
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Measuring culture identifies dynamics that undermine or strengthen wellbeing efforts.

Nothing is more frustrating to employees than wanting to engage in their wellbeing, but finding that doing so conflicts with the policies, priorities and workload.
Impacting Culture
More typical situation…

LEADERSHIP

POLICIES

PROGRAMS

PHYSICAL ENVIRONMENT

MOOD

NORMS

VALUES

COWORKER

SUPPORT

SUPERVISOR

SUPPORT
Making healthy contagious

- Bulletin board to share health-related goals and ideas
- Make private behaviors more visible (not in a weird way)—stretching, walking, activity zone, push-up contests.
- Unusual—onsite chair massages, smoothie bike
- Testimonials—inspiring
• Visible
• Eye-catching
• Practical—Fruits/Veggies
• Portable—practical, +visibility
• “Bring your smoothie to work” day*

*chocolate shakes don’t count
Wellbeing Champions

Information

Ideation

Dissemination

Motivation
A candle loses nothing by lighting another candle.
Questions/ Discussion

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Successes?
Flops?
Current Opportunities and Ideas?