

## WELLNESS, CULTURE AND THE WORKPLACE

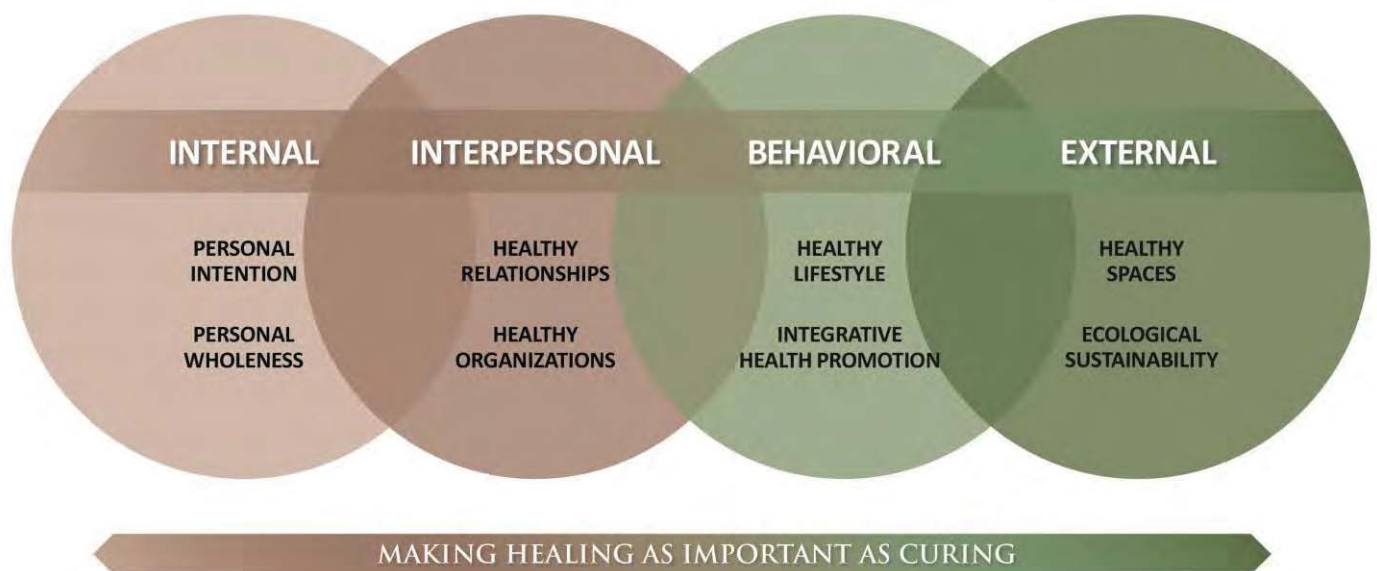
Wellness initiatives in the workplace are by no means new. On September 26, 2008 the U.S. House of Representatives passed a resolution that designates the first full week of April as “National Workplace Wellness Week.” The case for workplace wellness programs is well established and the ROI frequently reported. But are they enough? How can you transform from an organization that gives permission to be well to an environment that truly creates health?

Organizations often have separate and distinct programs and measures for employee engagement, loyalty, health status and productivity. However, to transform the culture into one that holistically supports and stimulates health and well-being the social, psychological, physical, spiritual and behavioral components of the workplace must all be systematically addressed.

Samueli Institute’s **Optimal Healthy Workplace (OHW) framework** provides an intentional and systematic way to understand and assess the work environment holistically in relationship to the critical elements of health and well-being.

## OPTIMAL HEALTHY WORKPLACES

Support and stimulate health by addressing the social, psychological, physical, spiritual and behavioral components of health and well-being.



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## The Optimal Healthy Workplace (OHW) framework:

### Internal

The internal environment represents the aspects of each individual's mind, body, spirit and energy fields that can be strengthened and focused to support health and well-being. *Personal intention* is the conscious determination to cultivate healthy engagement of self and others in meaningful work, and *personal wholeness* refers to the experience of well-being that occurs when the body, mind, and spirit are congruent and harmonious.

### Interpersonal

The interpersonal environment consists of relationships that support health and well-being through communication, collaboration, mutual respect, and social and community support. *Healthy relationships* include the social and professional interactions that foster a sense of belonging, coherence and well-being. *Healthy organizations* demonstrate a flexible resilient culture exemplified by authentic leadership, appropriate use of resources, effective decision making and a commitment to the health of staff, families, and the community.

### Behavioral

Healthy behaviors are actions taken by individuals and groups that can enhance wellness and prevent or treat disease. Organizations that promote *healthy lifestyles* provide opportunities to learn and practice behaviors that enhance health and prevent disease. *Integrative health promotion* provides access to practices that blend the best of complimentary therapy with conventional care in order to promote whole person health.

### External

The external environment is comprised of the built environment and addresses how the physical space can facilitate healing and wellness of individuals and support the health of our environment. *Healthy work spaces* support safe practices, minimize stress, and optimize productivity and well-being. *Ecological sustainability* is achieved through the strategic use of products or practices that support the health of the immediate community and the planet.

### Samueli Institute's Optimal Healthy Workplace Services Include:

- *Education and Training*
- *Organizational Assessment*
- *Consulting Services*

## The Optimal Healthy Workplace Assessment

The **Optimal Healthy Workplace Assessment** is an online survey tool that assesses the four domains of an Optimal Healthy Workplace. It is intended to help assess and operationalize what it means to be an Optimal Healthy Workplace by identifying where your organization is on its journey, then providing actionable recommendations for improvement.

### The Optimal Healthy Workplace Assessment:

- 1) Rates your current initiatives.** The rating scale is not an attempt to obtain a precise numerical grade, but to develop an understanding of where your organization is along a continuum of becoming an Optimal Healthy Workplace.
- 2) Stratifies results by role.** Viewing results by employee segment helps to understand how deeply incorporated health and well-being initiatives are embedded into the culture of the organization.
- 3) Identifies gaps in practice.** Through a report describing areas of strength and opportunities for improvement.



### Samueli Institute

Samueli Institute's approach to wellness in the workplace is unique in that we are a non-profit research organization focused on whole system, whole person healing.

The Institute was founded in 2001 by Susan and Henry Samueli and is advancing the science of healing worldwide by:

- Applying academic rigor to research on the science of healing, well-being and resilience.
- Translating evidence into action for U.S. Military, corporations, and large-scale health systems.
- Fostering wellness through self-care to create a flourishing society.
- Helping organizations evaluate, understand and implement healing practices to allow for evidence-based decision making.