Washington Wellness
2022 Preview

Health Care Authority
Employees and Retirees Benefits Division
Washington Wellness Program
Agenda

- Welcome & Introductions
- Washington Wellness Announcements
- SmartHealth Preview
- Polling: Help Shape 2022
- Q&A
- Networking Session (optional)
Housekeeping

- Please use the “Q&A” function to submit your questions.
- Initially, only the hosts & panelists can see your questions.
- We will post and answer your questions by the end of the presentation.
- The recorded webinar will be available on the WA Wellness page within a few days.
Our Team

Heidi Helsley  
Aaron Huff  
Ron Kim  
Pam Walker  
Kristen Stoimenoff  
Sarah Bell, Limeade  
Christine Bilheimer, Limeade
What is Washington Wellness?

Health Care Authority

Public Employees Benefits Board Program

School Employees Benefits Board Program

Washington Wellness

Washington State Health Care Authority
Why Well-being at Work Matters

- Invest in well-being
- Increase employee engagement
- Improve organizational results

Better productivity, Better retention, Better experience
Learning Objectives

By the end of today’s webinar, you will be able to:

- Describe upcoming training opportunities for new wellness coordinators
- Apply for the Zo8 Award and gain recognition for your program
- Explain how SmartHealth themes and activities are selected
- Vote for preferred SmartHealth themes, training topics, and networking opportunities
Washington Wellness Training Modules

- WA Wellness Overview
- Building a Wellness Program
- SmartHealth Overview
- Diabetes Prevention
- Tobacco Prevention
Training Modules continued...

What:
- Program component overview and functionality
- Current data and best practice guidelines
- How to include the topic in your wellness plan
- Links to information and resources

Who:
- New and experienced wellness coordinators, well-being champions, and benefit administrators

When:
- Early 2022

Where:
- HCA’s Washington Wellness website
Worksite Wellness Roadmap

8 steps to build and grow a sustainable wellness program

Step 1: Get leadership support
Work with leadership to define and support the organization’s wellness vision

Step 2: Form a team
Form a diverse team to increase your reach and creativity

Step 3: Collect information
Create multiple ways to collect staff information and interests

Step 4: Make a plan
Make a plan so your team can work toward shared goals

Step 5: Promote activities
Promote activities that interest staff and involves leadership to maximize participation

Step 6: Create policies
Reduce worksite barriers by creating policies that increase access for staff

Step 7: Evaluate progress
Evaluate the program’s progress so you can share what did and didn’t work

Step 8: Share results
Share program results and recognize team success to prepare for next year

Finish
The roadmap is your organization’s application for our annual Z68 Award. Complete the roadmap each year so we can recognize your hard work and success!
Roadmap Details

- Easy-to-use online checklist
- Submit application for our Zo8 Award
- Deadline: February 28
Zo8 Award
Zo8 Award Details

Apply for and earn each year

Highlight your success

Most in 2021: 35 winners
Healthy Worksite Summit Details

- In-person event
  March 9-10, 2022

- Lynnwood Convention Center

- Scholarships available
2022 Theme Considerations

- Well-being Dimensions based on assessment
- Well-being Dimensions based on activity popularity
- Organizational Focus based on executive leadership
Well-being Assessment Scores 2021

Average Health Score: 3.8
- Best
- Good
- Neutral
- Bad
- Worst

Average Well-Being Score: 4.0
- Best
- Good
- Neutral
- Bad
- Worst

Average Productivity Score: 4.0
- Best
- Good
- Neutral
- Bad
- Worst

- Simple-Free Living: 4.9
- Drug-Free Life: 4.6
- Self-Care: 4.2
- Nutrition: 3.8
- Healthy Blood Sugar: 3.8
- Heart Health: 5.7
- Exercise & Fitness: 3.4
- Bone Health: 3.3
- Sleep: 3.3
- Healthy Weight: 2.6

- Life Meaning: 4.4
- Positive Relationships: 4.4
- Self-Acceptance: 4.1
- Appreciating Life: 4.1
- Belief in Your Abilities: 4.1
- Openness & Optimism: 4.0
- Knowing Yourself: 4.0
- Work-Life Balance: 4.0
- Managing Depression: 5.8
- Resilience: 5.7
- Positive Living: 5.6
- Managing Stress & Loneliness: 5.8
- Energy Level: 3.0

- Self Leadership: 4.2
- Work Meaning: 4.2
- Job Satisfaction: 4.2
- Making & Keeping Commitments: 4.0
- In the Now: 3.9
- Sense of Team: 3.9
- Resources & Support: 3.9
- Work Growth: 3.8
- Feeling Energized: 3.8
- Fit with Culture: 3.7
- Belief in Company: 3.7
- Financial Well-being: 3.7

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Top WBA Dimension Strengths

1. HEALTH
   - Smoke Free Living
   - Drinking Moderately
   - Self-care

2. WELL-BEING
   - Life Meaning
   - Positive Relationships
   - Self-Acceptance

3. WORK
   - Self Leadership
   - Work Meaning
   - Job Satisfaction
Top WBA Dimension Opportunities

1. HEALTH
   - Healthy Weight
   - Sleep
   - Back Health
   - Exercise & Fitness

2. WELL-BEING
   - Energy Level
   - Managing Stress & Anxiety
   - Positive Living

3. WORK
   - Financial Well-being
   - Belief in Organization
   - Fit with Culture
Activity Popularity 2021

Top Joined Activities

- Mental Health Tips
- COVID-19
- Daily Steps
- Stand Up and Stretch
- Bring Your Lunch to Work
- Do I Drink Enough Water
- What Causes Your Stress
- One Minute of Gratitude
- One Thing That Makes You Happy
- Maintain a Bedtime Routine
- Spend Quality Time Outdoors
- Support Your Mental and Emotional Well-being
- Are you actually hungry?
- The importance of goal setting (video)
2022 Theme Considerations

- Well-being Dimensions based on assessment
- Well-being Dimensions based on activity popularity
- Organizational Focus based on executive leadership

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<thead>
<tr>
<th>WBA Assessment</th>
<th>Activity Popularity</th>
<th>Org Focus</th>
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<tbody>
<tr>
<td>Healthy Weight</td>
<td>Energy Level</td>
<td>DEI - Inclusion</td>
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<tr>
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<td>Heart Health</td>
<td>Mental &amp; Emotional Well-being</td>
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### Potential Themes 2022

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<tbody>
<tr>
<td>✓ Help Create Inclusion at Your Workplace</td>
<td>✓ Mastering Skills of Healthy Deviance</td>
<td>✓ Stress and your Body</td>
<td>✓ Renegade Rituals</td>
<td>✓ Get Connected with a Resource Group</td>
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<td>✓ Foster Open Communication</td>
<td>✓ Stock Your Pantry with Whole Foods</td>
<td>✓ Be Kind to Yourself</td>
<td>✓ Confronting the Unhealthy Default Reality</td>
<td>✓ Explore Your Organizations Benefits</td>
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<tr>
<td>✓ How Well Does Your Manager Know You?</td>
<td>✓ Take Care of Yourself While Caring For Others</td>
<td>✓ Are you Holding Emotional Pain?</td>
<td>✓ A New Adventure</td>
<td>✓ Connect Your Role to Org Values</td>
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<td>✓ Say Hello</td>
<td>✓ Define Your Steps Goal</td>
<td>✓ Get to Know Your Conflict Style</td>
<td>✓ Recharge</td>
<td>✓ Can I Get Your Help</td>
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<tr>
<td>✓ Learn Your Org’s Inclusive Behavior</td>
<td>✓ Mindfulness Lesson Series</td>
<td>✓ Cultivate Your Green Thumb</td>
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Thank You!

SmartHealth

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Poll: SmartHealth themes for 2022

Choose up to 3 themes you would like to see in SmartHealth for 2022

- Elevate your energy
- Prioritize mental well-being
- Positive emotional living
- Maximize your benefits
Choose up to 4 training topics you are interested in for 2022

- The science and practice of health behavior change
- Virtual wellness programming
- Diversity, equity, and inclusion in the workplace
- Mental health in the workplace
- Workplace wellness best practice strategies
- Sleep
- Back care
- Healthy eating
- Physical activity
Choose up to 4 networking topics you are interested in for 2022

- Diversity, equity, and inclusion (DEI) in the workplace
- Supporting employees in a remote work environment
- Supporting employees experiencing compassion fatigue (secondary traumatic stress)
- Getting leadership support
- Forming a wellness team
- Using data to inform your employee wellness efforts
- Developing a wellness plan
- Promoting employee wellness activities
- Creating wellness policies
- Evaluating your wellness plan
- Sharing your wellness plan evaluation results
A Few Final Items…

- Survey coming tomorrow
- Tobacco Update webinar December 15, 10 – 11 a.m.
- Annual SmartHealth “reset” January 1 – 5
- Find My $125 tiles coming in January
- Webinar evaluation
Contact Us

hca.wa.gov/washington-wellness

wawellness@hca.wa.gov

360-725-1700
Virtual Networking Session
Virtual Networking Session

Guiding Questions

- What is your name, and what organization do you represent?
- How long have you been involved with your organization’s wellness program?
- How well-developed / active is your organization’s wellness program?
- What is one new thing you have tried in the last year?
- What is one thing you’d like to hear about from others?
- What is one thing you’d like to explore?
Guiding Question #1

What is your name, and what organization do you represent?

► Type comment in chat
Guiding Question #2

How long have you been involved with your organization’s wellness program?

► Type comment in chat
Guiding Question #3

How well-developed / active is your organization’s wellness program?

- Type comment in chat, or
- Use the “Raise Hand” feature
Guiding Question #4

What is one new thing you have tried in the last year?

- Type comment in chat, or
- Use the “Raise Hand” feature
Guiding Question #5

What is one thing you’d like to explore?

 ► Type comment in chat, or
 ► Use the “Raise Hand” feature
Guiding Question #6

What is one thing you’d like to hear about from others?

▸ Type comment in chat, or
▸ Use the “Raise Hand” feature
Thank You!