



## Start a Workplace Wellness Program

With health and wellness on everyone's mind, New Year's resolutions are a conversation focal point amongst employees around the workplace water cooler and break room. Now is the prime opportunity to take these conversations and enthusiasm to the next level, by implementing a worksite wellness program. The majority of workplaces offer various forms of employee wellness programs to reduce healthcare costs. What these workplaces later find out is that they have also reduced absenteeism, workplace injuries, and workers' compensation, along with increasing employee productivity and morale.

How do you make employee wellness matter to your organization and coordinate strategies that meet the goals of all levels? Here are 5 suggestions to starting an employee wellness program:

1. **Start a wellness committee.** A wellness committee should include employees from various levels throughout the workplace and a key decision maker. Do not forget to include your workplace wellness champion.
2. **Ask the employees.** Nothing is more frustrating than spending time and

resources on a program, to find no one participating. To ensure this does not happen, create an employee wellness survey to ask what wellness services, competitions, and incentives motivate everyone.



3. **Keep it simple.** Not everyone is going to agree on the same thing and people need time to adjust to a more hands on approach. So start small by offering a health fair, lunch and learn, or promote walking during lunch. Once you have the basics covered, you can aim to accomplish more.
4. **Lead by example.** If your workplace is going to preach eating healthy and staying active, you need to enable employees with the opportunity to make the right choices. Schedule a meeting with your vending machine agency to strategize incorporating healthy vending options, reevaluate

that underutilized storage room, and consider providing a fitness room.

5. **Make it sustainable.** Once your workplace has mastered the basics, it is time to consider sustainability. Include the employee wellness program in your organization's strategic plan by developing wellness policies and guidelines to create a healthier workplace.

We are here to help! The Scott County Health Department is pleased to offer a Community Health Assessment and Group Evaluation (CHANGE) Tool to local worksites in Scott County. The CHANGE Tool looks at factors such as: physical activity; nutrition; tobacco; chronic disease management; and leadership policies and environments to create a healthier workplace.

We can also assist your workplace with technical assistance in developing or strengthening wellness policies and environmental changes to promote physical activity, healthy eating, and chronic disease prevention. Please contact [health@scottcountyiowa.com](mailto:health@scottcountyiowa.com) if you would like to receive more information about becoming a healthier workplace!

## New Year's Resolutions



About half of all Americans make New Year's resolutions. The most common resolutions involve losing weight, exercising more, quitting smoking, and managing money better. So do New Year's resolutions really work?

True to common perceptions, researchers say that only 15-20% of all people who make resolutions actually keep them. However, do not let this discourage you. Researchers also say that people who do make resolutions are more likely to make a life change and stick to it. The fact is, people who set goals are better off than people who do not in achieving desired outcomes. So this year, make a resolution, but make it SMART. **S**pecific—your goal should answer the what, when, why, and how questions. **M**easurable—if you can not measure it you can not attain it. **A**ttainable—your goal is realistic considering your current situation. **R**ealistic—a goal you can control and achieve. **T**ime-bound—your goal has a set time frame that is realistic.

## Related Resources:

- **Centers for Disease Control and Prevention:** <http://www.cdc.gov/sustainability/worksitewellness/index.htm>
- **Welcoa:** <https://www.welcoa.org>
- **Virgin Pulse:** <http://www.worksitehealth.net/home>

## MARK YOUR CALENDAR!

- *Scott County Health Department will be closed Thursday, January 1, 2015 in observation of New Year's Day.*
- *Scott County Health Department will be closed Monday, January 19, 2015 in observation of Martin Luther King Day.*

### OUR MISSION:

The Scott County Health Department is committed to promoting, protecting and preserving the health of the community by providing leadership and direction as advocates for the individual, the family, the community and the environment we serve.

### OUR VISION:

As recognized and respected leaders in serving and protecting our citizens, we at the Scott County Health Department are committed to a safer, healthier community and environment. In so doing, we provide a multitude of services with Professionalism, Responsiveness, Involvement, Dedication, and Excellence.

## SCOTT COUNTY HEALTH DEPARTMENT

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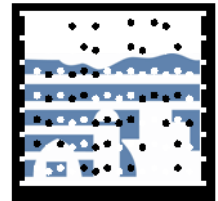
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**Public Health**  
Prevent. Promote. Protect.