

Is Your Company Promoting a Healthy Workplace?



Companies that offer wellness programs for their employees have lower absenteeism, higher job satisfaction and work productivity, higher employee retention, and lower health care costs. Here are five best practices that will ensure that your wellness program is successful.

1. Programs Are Practical and Accessible

Comprehensive wellness initiatives offer a variety of scheduled programs. These might include yoga classes; lunchtime stress management seminars that address everything from sleep to work-life balance to financial health; programs to help employees quit smoking; cooking classes; healthy recipe exchanges; fitness challenges; or weight loss initiatives and competitions.

2. The Work Environment Is Health-Conscious

Healthy vending machine and cafeteria offerings often top the list of ways successful wellness programs create workplaces that encourage healthy behaviors on a daily basis. A supportive company culture is exemplified by company cafeterias, where healthy food is abundant, affordable, clearly labeled, tastefully prepared, and situated at eye level at the checkout counter.

3. Wellness Is Integrated into the Company's Structure

Company leadership needs to see it as a cohesive entity, seamless with workplace safety, benefits, human resources, and other infrastructure elements. Your wellness program needs be part of your company's culture.

4. Wellness Is Linked to Existing Support Programs

Linkages between a company's wellness program and other company benefits like employee assistance programs (EAPs) are key to making it easier for employees to get support when they are in a difficult emotional or physical situation that affects both their health and their work.

5. Health Screenings and Education Are Offered

Voluntary screenings and often incentivize participation with bonuses like an extra vacation day or a company contribution to a flexible spending account have proven to be very successful helping educate employees about their own health and empowering them to set goals for making improvements.

READY TO TAKE THE FIRST STEP?

For a consultation to determine your wellness needs, contact:

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