TOTAL WELLBEING EXPO
Virtual Event
Leading a Well Workplace
Jamy Malialani Albo McGee | UNC Health Wellness Centers
Leading a Well Workplace

Steps to take towards a well workplace

1. Self-Care
   - What do you do for your self-care?
   - Modeling healthy behaviors – taking lunch away from the desk, going for a mid-day walk, taking regular time-off

2. Create an Environment of Wellness for our Teams
   - How can you engage your team in health, wellness, and physical fitness activities?
   - Regularly share wellbeing opportunities & events, ask for ideas, seek Wellness Champions, plan group activities

3. Teammate Wellness
   - How can we teammates where they are at in their wellness journey?
   - Establish openness to wellness for individuals, invite connectivity, personal ask teammates to participate
Wellbeing encompasses everything that is important to an individual, we should measure and improve it so that people and their organizations can thrive.

--Gallup

50% Less than 50% of U.S. workers strongly believe their organization cares about their wellbeing.

--Gallup  Source: https://www.gallup.com/workplace/215924/well-being.aspx
Approaches to Well-Being

The Stanford Model of Professional Fulfillment™

- Optimize meaning, purpose and efficiency in work
- Engender belonging
- Develop leaders
- Support, enhance and innovate well-being
- Encouragement of peer support
- Recognition and appreciation
- Personal, professional, and self-care growth
Approaches to Well-Being

Wellness-Centered Leadership

Leaders promote engagement, professional fulfillment, and empower individual and team performance.
Let’s Do a Wellness Activity

Share your experiences, ideas, strategies

Build on the ideas of others

Harvest ideas and share across the system
A Practice in Self-Care

What does a perfect day look like to you?

What is one win you’ve had this week?

How do you think about your own well-being?
Positive modeling and sharing your own experience with self-care (positives and challenges)

- taking a lunch break
- communicating boundaries - example, time off expectations
- schedule walking meetings
- regular movement/breath breaks

Share how you:

- fit workouts in a busy schedule
- plan nutritious meals
- work through stress in healthy ways
- prioritize rest, play, and sleep
- show yourself compassion when life happens
Wellness with Our Teams

How do you (or could you) **model** your own well-being in front of your team members?

How do you **talk** to your team members about well-being?

*Be Specific*

- What are things that you say?
- What tone and attitude do you use when talking about your own well-being?
- How do you communicate with your team members?
Wellness with Our Teams

How do you (or could you) encourage your team members to focus on their well being?

What resources could help you encourage your team members?

Big or Small Ideas!
• What are things you could implement right now?
• In a perfect world, what resources could you offer teammates for their health and well-being?
UNC Health Wellness Centers
Resources

Sharing resources-

• Wheel of life: Well-Being

• UNC Wellness Virtual Health Education/Programs

• UNC Wellness Video Library

• UNC Wellness Center Membership

• Rex Wellness Center Membership
UNC Work/Life & Wellness Program

Fitness Opportunities – a range of fitness and recreational programs on campus or on-demand anytime and anywhere

Miles for Wellness – team-based physical activity challenges

Mindfulness & Self-Compassion – 15-30 minute led meditation sessions

The Produce Box – discounted monthly box of fresh fruits and veggies box

Wednesday Webinars – Guidance Resources wellness webinars

Wellness Champions – designed to provide resources, tools, and trainings to perpetuate a culture of health throughout Carolina

https://hr.unc.edu/benefits/work-life/
Thank you
Thank you!

TOTAL WELLBEING
HEAD · HEART · HEELS

HUMAN RESOURCES AND
EQUAL OPPORTUNITY
AND COMPLIANCE
Human Resources