

TOTAL WELLBEING EXPO

Virtual Event

Leading a Well Workplace

Jamy Malialani Albo McGee | UNC Health Wellness Centers

UNC
HEALTH®

Leading a Well Workplace

Steps to take towards a well workplace



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



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Approaches to Well-Being

Wellness-Centered Leadership

Leaders promote engagement professional fulfillment 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?



Modeling Positive Self-Care

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

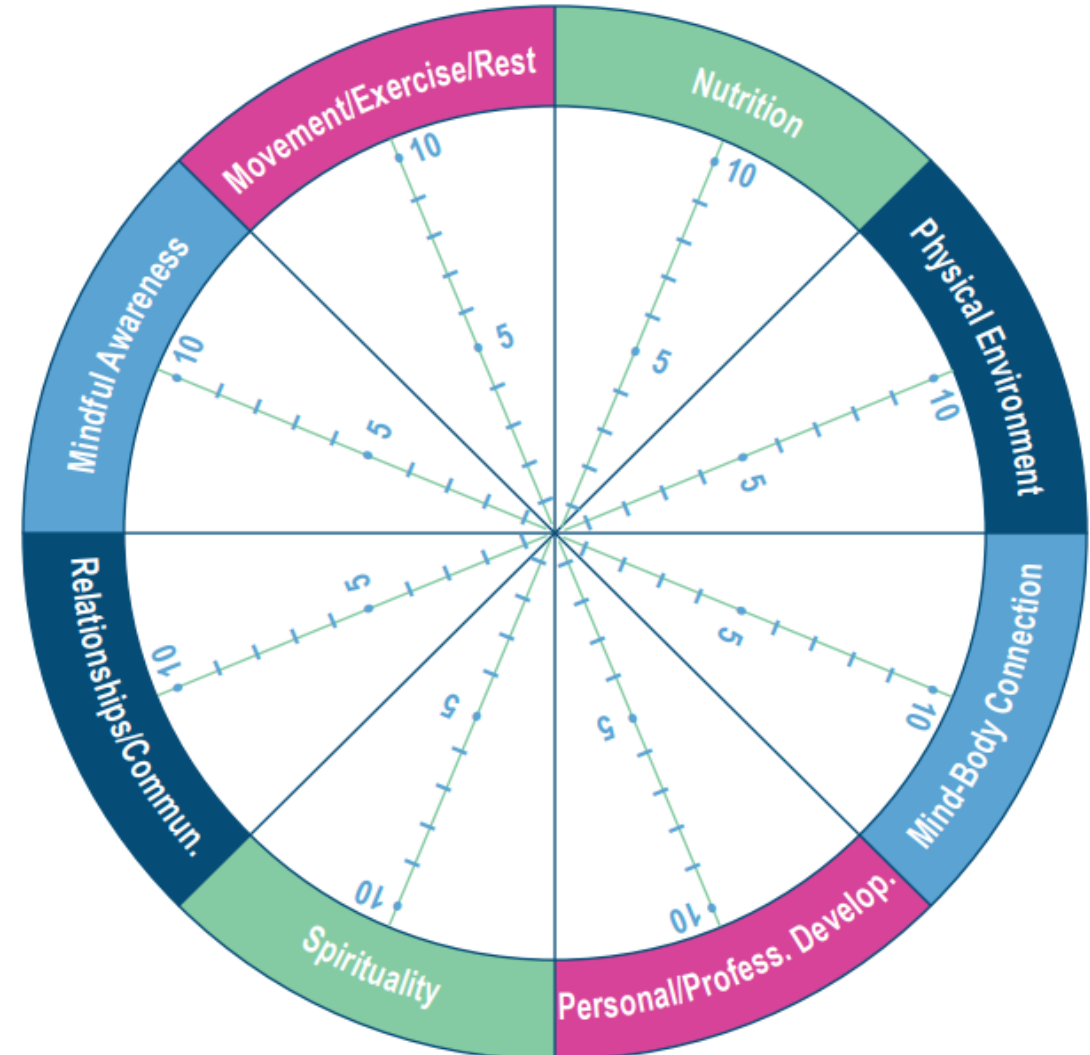
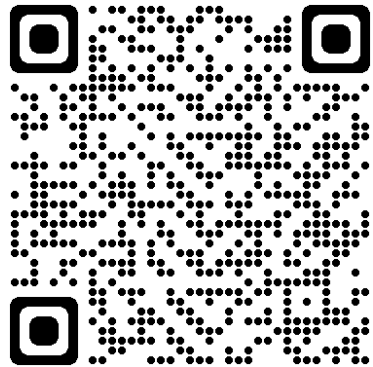
WHEEL OF LIFE - WELL-BEING

Current State - On a scale from 1 (low) to 10 (high), how would you rate each of these areas in your life? What makes you rate this area the number you gave it?

Desired State - What would it take (improvements, changes or enhancements) for you to rate this area one level higher than you did?

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

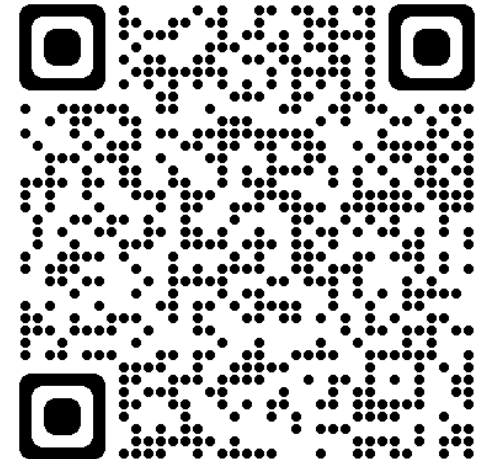
Mindfulness & Self-Compassion – 15-30 minute led meditation sessions

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

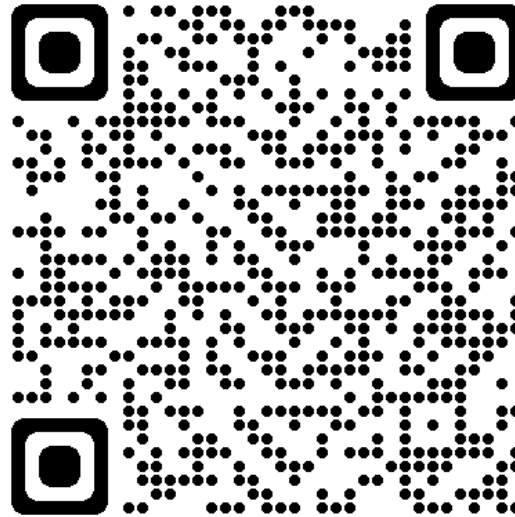
<https://hr.unc.edu/benefits/work-life/>

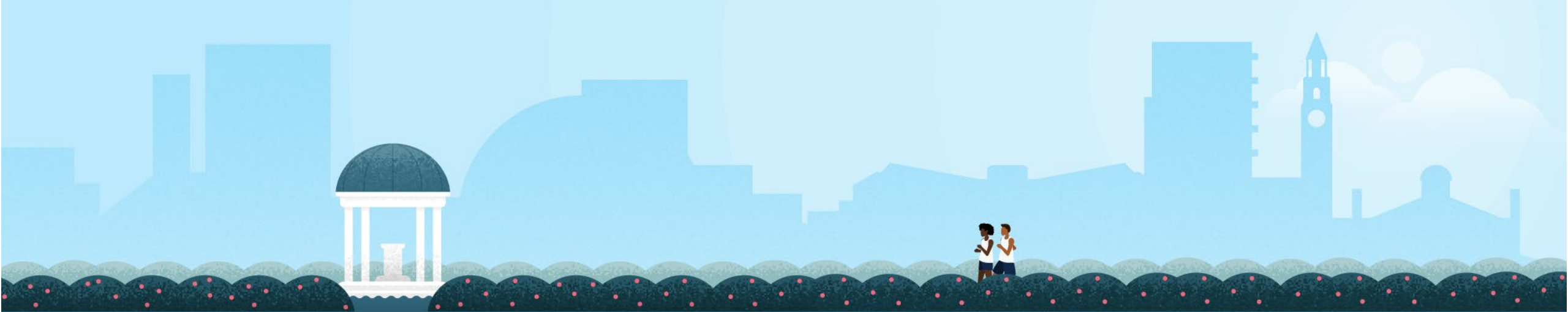




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Thank you





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TOTAL WELLBEING
HEAD · HEART · HEELS



HUMAN RESOURCES AND
EQUAL OPPORTUNITY
AND COMPLIANCE
Human Resources