

byte-size
WELLNESS
ACADEMY

WORKSHOP WORKBOOK

**The 5 Reasons Why Employee
Wellness Programs Don't Work**



Exercise Bytes LLC is recognized by SHRM to offer professional development credits for SHRM-CP or SHRM-SCP.

5 REASONS WHY EMPLOYEE WELLNESS PROGRAMS DON'T WORK

and how to fix it — without having to “do” the work.

HOW TO USE THIS WORKBOOK

Byte-Size Wellness Academy is all about making wellness accessible, sustainable, and easy.

This workbook is designed to do just that: it captures the key points and leaves room for you to reflect and envision how to put your insights into action.

Everything I teach and create is evidence-based. There's good evidence that writing by hand helps organize and process information and improves your ability to remember things.

Print this workbook, grab a pen, show up live and fill in the blanks as you follow along. You can also fill in the workbook directly on your computer screen.

I hope that the bits and “bytes” of information you're about to learn will resonate with you and help you figure out how to make employee wellness programs work – with ease.

Let's do this!

A handwritten signature in purple ink that reads "Dr. Kim". The signature is written in a cursive, flowing style.

The one word that comes to mind when I think of employee wellness programs is:



KEY LEARNINGS:

#1: MINDSET

To shift my mindset from feeling overwhelmed with the addition of employee wellness to my full plate to embracing wellness.

#2: HABIT

Employee wellness programs need to rise above the status quo and focus on helping employees make wellness an integral part of their busy workdays – one-step or “byte” at a time.

Small behaviors repeated consistently each day lead to healthy habits that happen without awareness or conscious intent.

What is your WHY? What inspired you to join today’s workshop?

#3: SELF-CARE

Take care of yourself. Put your health and yourself first.

Take care of employees. Make employee wellness a priority and part of the company culture.

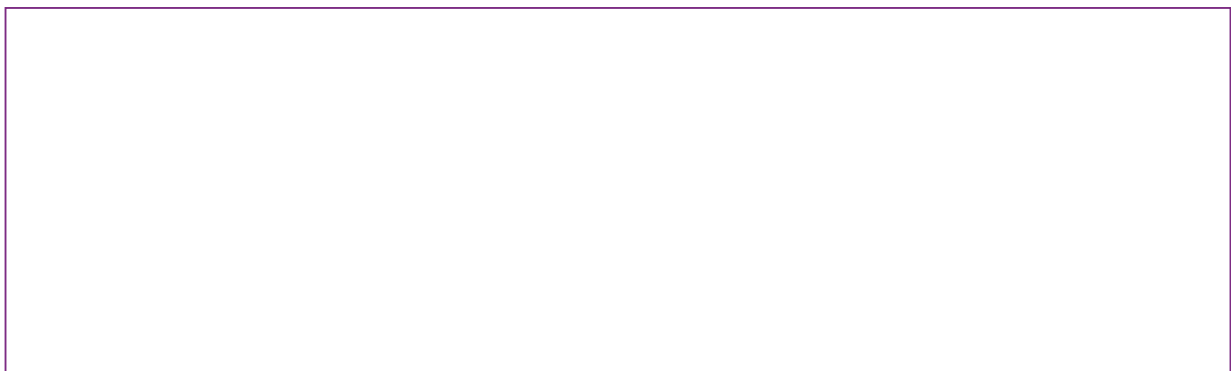
VITALITY means:



Why does self-care often fall to the bottom of employees' "to do" lists?

1. No **time** or **energy** to fit exercise into busy everyday life.
2. Corporate culture doesn't value or prioritize **downtime**.
3. Mindset with it's **all or nothing** thinking.

What happens when employees don't take care of themselves?



Imagine if your company can:

Make wellness easy, accessible and sustainable for all employees.

5 REASONS WHY EMPLOYEE WELLNESS PROGRAMS DON'T WORK

Many employee wellness programs are ineffective because they lack management buy-in, and are **superficial**, delivered **sporadically**, and not **sustainable**. As a result, they don't lead to healthy habits and healthy workplace cultures.

Programs are often not evidence-based programs (informed by health promotion and health behavior change research and theory). Instead, they are grounded in traditional mindsets and erroneous beliefs about what constitutes workplace wellness.

The Result: Employee wellness programs remain stuck in **status quo**.

What does your company's employee wellness program look like?
What programs, activities and events are currently offered? What is lacking?



Taking care of employee well-being does means that you no longer masquerade occasional programs as a comprehensive employee wellness program.

Below are **5 misconceptions** about wellness in the workplace.

REASON #1: WELLNESS IS ABOUT PHYSICAL HEALTH

Info Byte:



Action Item:

What I (or the company) will do differently:

REASON #2: ONE-SIZE-FITS-ALL MINDSET

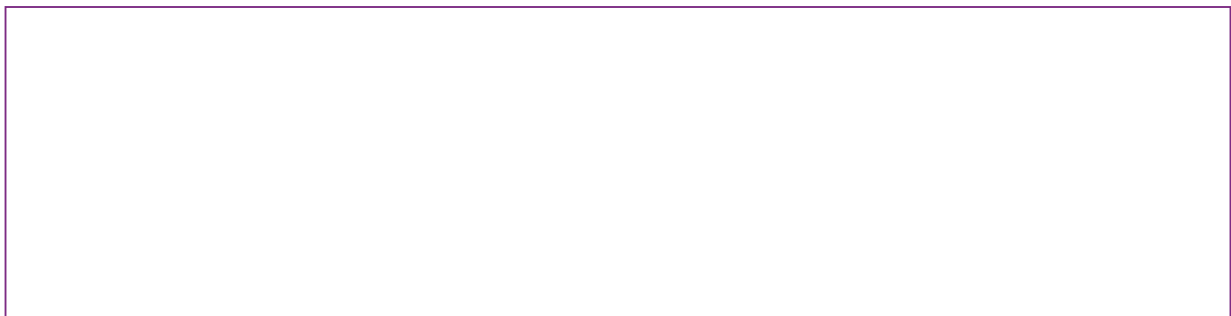


Info Bytes:

- Employees are at different stages in their readiness for wellness.
- Capture employees where they are and offer a variety of activities and information support across this readiness for wellness spectrum, across age groups (e.g., millennials and aging boomers), and ability levels.

Action Item:

What I (or the company) will do differently:



REASON #3: TIME MANAGEMENT VS. ENERGY MANAGEMENT



Info Bytes:

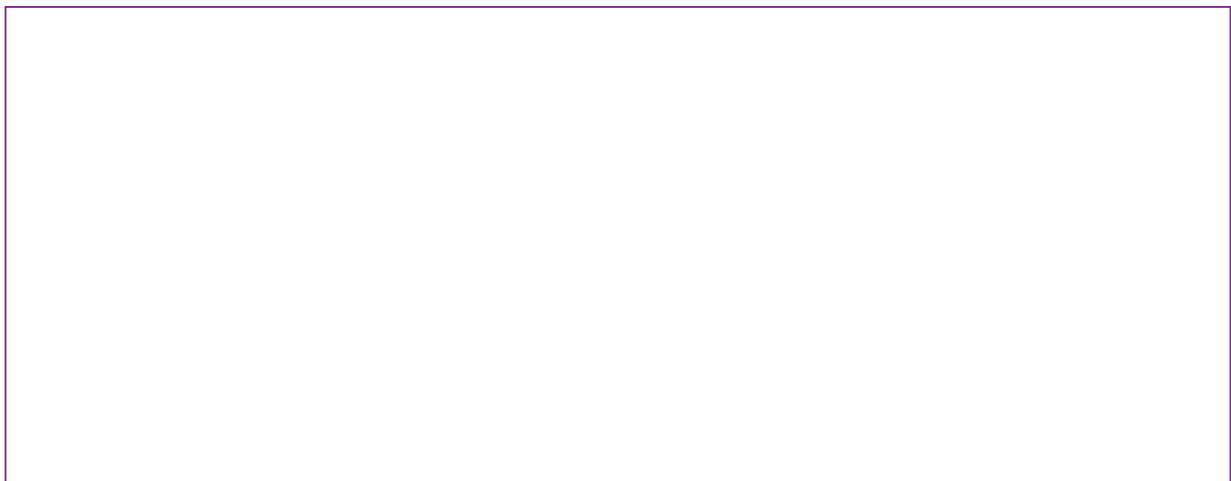
Manage and balance _____ not _____
is the key to high-level wellness and peak performance.

To be fully engaged, employees must _____.

The key to full engagement is alternating between going _____
and taking _____ breaks.

Action Item:

How I (or the company) will help employees periodically disengage:



REASON #4: EXTERNAL MOTIVATION VS. INTERNAL MOTIVATION



Info Bytes:

External Motivation: employees are motivated to change a behavior or participate in an activity to earn a _____ or recognition.

Activities driven by external rewards promote _____ - term motivation and _____ behavior change.

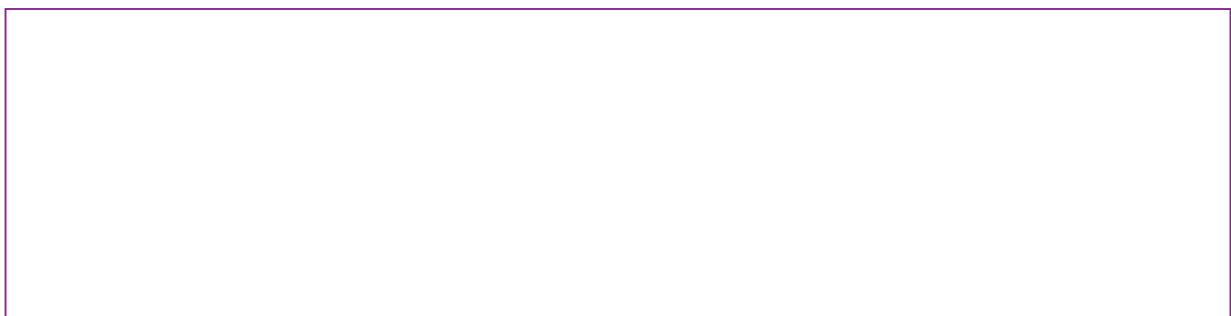
Internal Motivation: employees engage in a behavior or activity for its own sake because it is personally **rewarding and enjoyable**.

People who are internally motivated are inspired by the _____ and _____.

Activities driven by internal rewards promote _____ and _____ - term behavior change.

Action Item:

How I (or the company) will motivate employees:



REASON #5: “CAN’T DO” MINDSET

Examples of “can’t do” mindsets are:

Traditional employee wellness programs offer the following:

These programs and activities keep companies stuck in _____.

Info Bytes:

Workplace wellness is not an _____.

Wellness is the cornerstone of a _____, _____,
and _____ workplace culture.

Wellness is a **mindset, a way of life, and a habit or ritual** that is **uniquely defined** by each employee and **accessible to all** employees.

Action Item:

How I (or the company) need to re-think wellness and self-care:

NEW MINDSET ABOUT EMPLOYEE WELLNESS

- Wellness is wholistic.
- Wellness is not one-size-fits-all.
- Focus on managing and balancing energy.
- Focus on external rewards for short-term motivation and internal rewards for long-term behavior change.
- Everyone “can do” wellness.

3 TIPS TO MAKE WORKPLACE WELLNESS WORK

TIP #1: MAKE IT EASY

Make it easy to fit wellness into workdays and busy everyday life.

Use **nudges or reminders**: subtle messages that permeate through the workplace continuously and repetitively.

Examples of nudges/reminders:

Create a **micro-break encouraging culture**: low energy, low effort breaks are easy to start and sustain, have restorative benefits, and lead to the healthy habits.

Examples of micro-breaks:

TIP #2: BUILD SELF-EFFICACY

Self-efficacy is your confidence in your ability to adopt and / or maintain a health habit.

4 important predictors of successful behavior change are:

Make activities **inclusive**. *Examples:*

Make information **accessible** and **easy to understand**. *Examples:*

TIP #3: EMBODY WELLNESS WITHOUT THE OVERWHELM

Take lunch breaks and/or micro-breaks throughout the day to mentally detach from work and restore the energy needed to work productively.

Top-down, bottom-up buy-in is needed to create a healthy, productive and engaged workplace culture:

What are 3 things you (or your company) can easily do **right now** to create or improve the company's employee wellness program?

#1

#2

#3

What are 3 things you would like to see included in your company's employee wellness program **6-12 months** from now?

#1

#2

#3

CLOSING WELLNESS BYTES



“Take a Stand” against chronic sitting at work.
(Dr. Kim and Benji)



Re-Think Exercise!
Exercise is not all-or-nothing.
Every minute matters.
Health benefits are cumulative.



Anyone can become a **Wellness Warrior**.
Just take it one-step or byte at a time!



Now – **Walk the Wellness Walk**.
Lead by example to create a healthy, productive and engaged workplace culture.