

# Eat Well, Move More: Worksite Wellness



Presented by Matina Kazameas, MPH





**What is your Name and role?**

**What is your organization's name?**

**What you are most interested to learn about relating to worksite wellness?**



# What is LiveWell Greenville?



LiveWell Greenville is a network of organizations partnering to ensure access to healthy eating and active living for every Greenville County resident.

## Mission

LiveWell Greenville champions healthy eating and active living by convening partners to impact policies, systems and environmental changes.



## Vision:

is for Greenville to be one of the healthiest communities in our country. Our goal is to decrease childhood obesity by increasing access to healthy foods and physical activity where people live, learn, work, play and pray.

## Our Roles:



Connect



Conven



Support



Facilitate

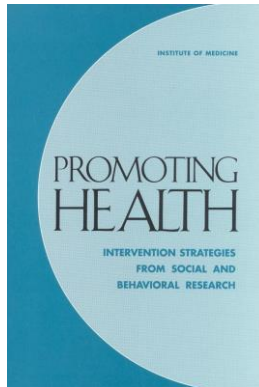


Evaluate



[www.livewellgreenville.org](http://www.livewellgreenville.org)

“It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural, and physical environment conspire against such change”



Smedley and Syme, 2000



# Policies, Systems and the Environment around us

- **Policies** - rules that encourage or discourage certain behavior
- **System changes** – changes in how things are done in an organization or setting
- **Environmental changes** – changes in places we work, play, shop, go to school



# PSE Simplified

**PUT UP** a BARRIER  
to make  
something **harder**  
to do



OR

**REMOVE** a  
BARRIER to make  
something **easier**  
to do



Adapted from 'Making Change Stick'.  
Presentation by Karin Hohman, R.N., MBA  
Strategic Health Concepts

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# Strengths of PSE changes

- Efforts are ongoing – they do not have a start and end
- Supports population behavior change – not *just* an individual approach
- Usually lower in cost with a high impact
- Greater sustainability
- More long-term benefits that withstand staff turn-over



Give a Family  
a Fish



= Charitable Act

Teach a Family  
to Fish



= Sustainability

Establish a safe  
community use fishing  
pond  
Fishing Collective



= PSE Change

# LiveWell At Work

## **Greenville County**

possesses one of the highest obesity rates in the nation with 66% of adults and 41% of youth reported as overweight or obese

## **LiveWell Greenville**

champions healthy eating and active living by convening partners to impact policy, systems and environmental changes

## **LiveWell At Work (LWAW)**

connects employers with resources to create and sustain a culture of health in their workplace

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**Livewell!** & **Working Well**  
greenville *Healthy Worksites, Healthy Communities*  
Partnership  
Affiliated with the South Carolina Hospital Association

- Began in 2017
- Allows for more collaboration
- Alignment with national best practices
- Part of a statewide initiative
- Access to more resources and training opportunities



# Working Well

*Healthy Worksites, Healthy Communities*

Affiliated with the South Carolina Hospital Association

LWAW partners with Working Well, a proven strategic solution helping organizations to create thriving workplace cultures. Organizations gain access to a web platform and assessment tool addressing nine dimensions of worksite wellbeing.

Research shows well-designed comprehensive employee wellbeing efforts can:

## REDUCE:



- (or stabilize) healthcare costs
- turnover

## IMPROVE:



- productivity
- employee morale
- engagement
- job satisfaction
- retention

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## Strategy for Wellbeing Platform

- owned by SCHA and built by USC
- evidence-based content
- customizable and affordable for any employer
- automated, interactive, and real-time
- opportunity for statewide recognition
- continuously reviewed and revised



# Nine Dimensions of Wellbeing



Wellness Culture



Risk Assessment & Outreach



Nutrition & Food Environment



Tobacco Free



Physical Activity



Emotional & Mental Wellbeing



Financial Wellbeing



Incentives & Communication



Evaluation

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Emotional & Mental Wellbeing



Financial Wellbeing



Incentives & Communication



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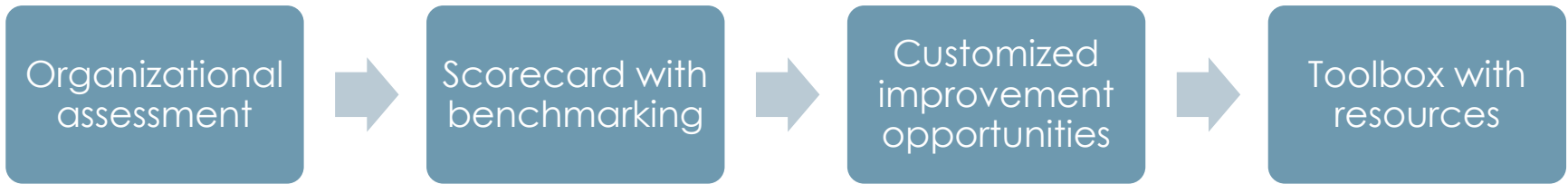
**LiveWell At Work Partners** follow our **5-Step process**, to design a **healthier workplace!**







# Strategy for Wellbeing Organizational Assessment



	<b>6</b>	Active Users
<a href="#">View All Users</a>		
	<b>1</b>	Active Worksites
<a href="#">View All Worksites</a>		
	<b>0</b>	Pending User Accounts
<a href="#">View All Pending Accounts</a>		

1 2 3 4 5 6 7 8 9

### 1. Wellness Culture

- 1) Is employee wellness included as a key business strategy in your worksite's strategic plan?
  - Yes
  - No
- 2) Does your worksite have a formal multi-year wellness program strategic plan that includes goals and measurable objectives?
  - Yes
  - No
- 3) Is your wellness program funded through an annual budget provided by your worksite?
  - Yes
  - No
- 4) Does your worksite have a written policy which is communicated to employees that provides flexibility in their work hours to permit their participation in wellness activities?
  - Yes
  - No
- 5) Does your worksite have a written policy which is
  - Yes

# Score card:

Strategy for Wellbeing Scorecard								
Worksite Wellbeing Dimension	Maximum Points	Your Worksite's Score	Your Worksite's Rating	Average Scores of Other Worksites				
				Of Your Size:	In Your Industry:	In Your County:	In Your State:	In Your Region:
Wellness Culture	24	6	Bronze	12	11	14	13	14
Risk Assessment & Outreach	14	14	Platinum <i>(Pending Validation)</i>	9	7	12	10	13
Nutrition & Food Environment	19	8	Silver	10	9	14	11	13
Physical Activity	19	11	Silver	11	10	14	11	12
Tobacco Free	15	10	Gold	10	7	12	10	12
Emotional & Mental Wellbeing	12	6	Silver	8	4	9	9	9
Financial Wellbeing	8	5	Gold	6	4	6	6	6
Incentives & Communications	30	7	Bronze	15	12	18	18	19
Evaluation	15	4	Bronze	6	3	6	7	5

# Improvement Opportunities

## Strategy for Wellbeing Improvement Opportunities

Areas of Opportunity		Points to Be Earned	
<i>Wellness Culture</i>	Maximum Points = 24	Your Score = 6	18 points
			Resources
<p><b>Question:</b> 1) Is employee wellness included as a key business strategy in your worksite's written strategic plan?</p>		3.00	<ul style="list-style-type: none"> <li><a href="#">CHANGING YOUR OFFICE ENVIRONMENT</a></li> <li><a href="#">ABC COMPANY ANNUAL WELLNESS WORK PLAN</a></li> <li><a href="#">BJWSA WELLNESS STRATEGY</a></li> <li><a href="#">CREATING A CULTURE OF HEALTH-AHA</a></li> <li><a href="#">STARTING YOUR WORKSITE WELLNESS PROGRAM</a></li> <li><a href="#">VALIR HEALTH WELL AWARE PROGRAM MISSION AND STRATEGIC PLAN</a></li> <li><a href="#">BUILDING THE FOUNDATION OF YOUR WELLNESS PROGRAM WEBINAR</a></li> </ul>
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Use your results to form a plan with goals! ✓

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LiveWell Greenville's Wellness Action Plan



Objective 1: Obtain the platinum rating in Strategy for Wellbeing Assessment for the Wellness Culture dimension by improving our score from 11 to 22—obtaining at least 11 more points by December 2020.

Strategy	Action/Task	Points	Timeline	To Lead & Engage	Progress
Employee wellness is a key business strategy in strategic-plan employee handbook	When updating the strategic plan, add employee wellness as a goal	3	March 2019	Wellness Committee Strategic planning Committee	Done!
Create a formal multi-year wellness program strategic plan that includes goals and measurable objectives.	Wellness Action Plan (WAP) is being created by Matina and will be reviewed by wellness committee	3	January 2019	Matina & Wellness Committee	Done!
Provide funding for our wellness program through an annual budget.	Sally will look into our budget	3	March 2019	Sally	Done!
Assign responsibility to a paid staff member to implement and manage your wellness initiatives.	Assign this task to Matina as part of her job description.	3	NOW	Sally & Matina	Done!
Provide recognition of employees for their wellness program achievements.	Create a point system of recognition for employees.	1	June 2019	Wellness Committee	Done!
Investigating the potential to provide a clean, private place (not a restroom) for lactating mothers to express breast milk.	Work with UCG employees & neighbor organizations to create shared serenity /lactation room	0	Dec 2020	UCG staff and neighbors Wellness Committee	Done!
Create, implement and communicate a written policy that allows lactating	Write policy into handbook and		March	Sally & Matina	

& submit goals to Matina



During this phase, your workplace puts the plan into place!



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+ resources from WorkingWell and LiveWell At Work



Strategy for Wellbeing Improvement Opportunities		Points to Be Earned	Resources
Area of Opportunity		Maximum Points = 24	Your Score = 13 points
Wellness Culture			<input type="checkbox"/> CHANGING YOUR OFFICE ENVIRONMENT <input type="checkbox"/> ABC COMPANY ANNUAL WELLNESS WORK PLAN <input type="checkbox"/> BUNSA WELLNESS STRATEGY <input type="checkbox"/> CREATING A CULTURE OF HEALTH-ARA <input type="checkbox"/> STARTING YOUR WORKSITE WELLNESS PROGRAM <input type="checkbox"/> VALIR HEALTH WELL AWARE PROGRAM MISSION AND STRATEGIC PLAN <input type="checkbox"/> BUILDING THE FOUNDATION OF YOUR WELLNESS PROGRAM WEBINAR <input type="checkbox"/> CHANGING YOUR OFFICE ENVIRONMENT <input type="checkbox"/> ABC COMPANY ANNUAL WELLNESS WORK PLAN
Question: 2) Is employee wellness included as a key business strategy in your workite's written strategic plan?		3.00	



# Strategy for Wellbeing Organizational Assessment

1 2 3 4 5 6 7 8 9

### 1. Wellness Culture

1) Is employee wellness included as a key business strategy in your worksite's strategic plan?  Yes  No

2) Does your worksite have a formal multi-year wellness program strategic plan that includes goals and measurable objectives?  Yes  No

3) Is your wellness program funded through an annual budget provided by your worksite?  Yes  No

4) Does your worksite have a written policy which is communicated to employees that provides flexibility in their work hours to permit their participation in wellness activities?  Yes  No

5) Does your worksite have a written policy which is  Yes

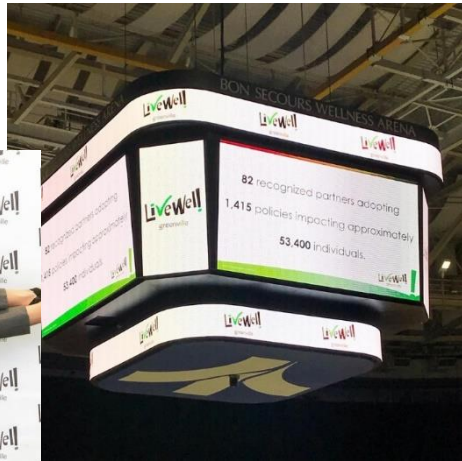
## Before and After!

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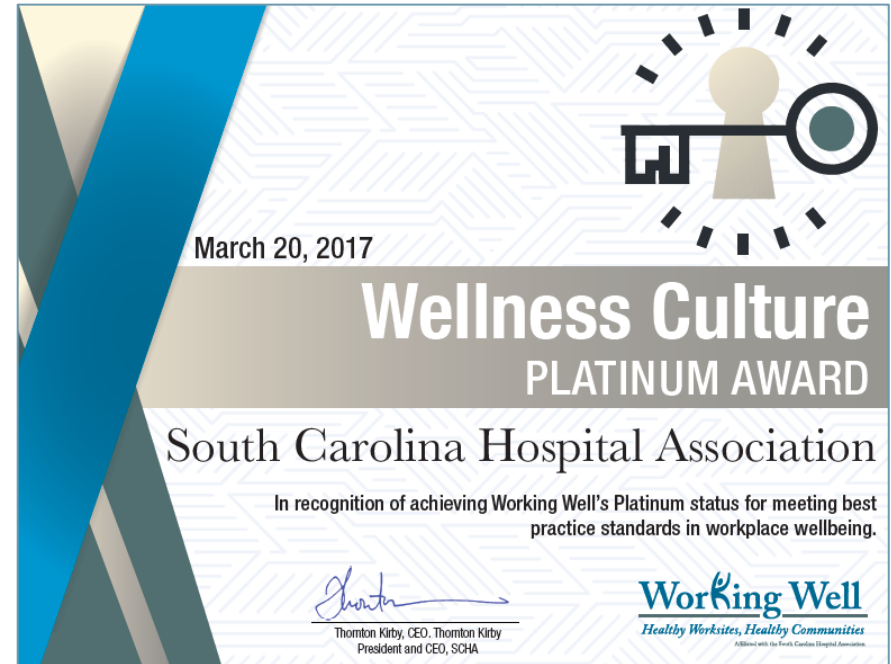


Your site will be recognized locally at **The Wellies: LiveWell**   
**Greenville's Annual Celebration!**



# Statewide recognition

- Award certificate
- Press release
- eNews article
- Recognition at all Working Well meetings
- Overall platinum award and onsite presentation when platinum in all nine dimensions of wellbeing







**LWAW's base  
Corporate  
membership  
(a \$600/yr value)  
is only  
\$150/yr**

This membership includes:

**A free ticket, with lunch, to all LWAW Quarterly Healthy Workplace Forums**

**Access to:**

- Working Well's evidence-based web platform: an organizational assessment with immediate results and tailored recommendations, resource toolbox, and E-Newsletter with best practice information
- Statewide trainings and events
- LWAW workgroup, a group of local professionals who are committed to helping you and your team through this process
- Customizable LWAW Employee Needs & Interest Survey

**Eligibility for recognition:**

- Locally as a LiveWell At Work Healthy Workplace at The Wellies Annual Celebration & on LiveWell Greenville's website
- Statewide via Working Well when you reach platinum in any of the dimensions

Multiple worksites? Add locations for only \$100.00/yr

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# Investment

## **Time: ~ 40min- 1hr to assess**

- Getting involved with LWAW will take more time initially because building infrastructure from scratch, but having a plan makes it easier:
  - Assess with team
  - Keep good records
  - Set goals regularly and assess as you meet them

## **Cost: \$150/ year** for each organization

- \$100 for each additional site



# Eat Well, Move More!

REAL and EASY ways to incorporate health into the workplace!



# Monthly Wellness Challenges

## February's LiveWell Challenge

**Create a habit of joyful movement throughout the day!** This is *also* a mental wellness challenge because we will be moving in a way that increases happiness!

Criteria: 30min /day of joyful movement (dancing, playing with pets or children, hiking, walking, weights, whatever you enjoy!). Can be broken up into two 15min bursts as well!

For each day you meet this goal, add a checkmark sticker for 1 point!



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

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# Flexible Work-time/ dress Wellness Policy

## LiveWell Greenville's Dress Code Policy

### 4.4 Dress Code

As an organization that values the health and wellbeing of its employees, the Company encourages team members to be examples of healthy living. As such, the Company has adopted the following dress code policy:

- Dress Professionally – employees with any meetings with outside organizations/partners are expected to dress appropriately and professionally. This would exclude jeans (unless meeting with an organizational representative, on a Friday, with a known Friday dress down policy), workout gear and other athletic-leisure wear. Exception: walking meetings with partners.

Dress To Be Active – on office only days, with no outside meetings, employees are encouraged to dress comfortably. This can include jeans, workout gear and other athletic-leisure wear. All clothing should be in good condition, free of tears and provide appropriate coverage.



## 4.5 Wellness

As an organization that values the health and wellbeing of its employees, LiveWell Greenville encourages team members to be examples of healthy eating and active living. As such, the Company has adopted the following wellness policies:

- Healthy Meetings and Catering – all meals provided by the Company should be healthy with at least one plant based (vegetarian) option. Other options should be low in fat/sodium, not include processed or cured meats and high in whole grains. Desserts, other than fresh fruit, should never be offered. Water and unsweetened tea are the drinks of choice. All other sugar sweetened beverages should be limited and labeled. Sodas are prohibited.
- Walking Meetings – the team is highly encouraged to schedule walking meetings whenever possible and feasible.
- Physical Activity Opportunities– Employees are encouraged to be physically active whenever possible. Flex time to engage in physical activity is available for all employees as long as duties are covered and schedules are communicated.
- Sharing Food – please do not bring unhealthy foods or drinks to share in the break room, meetings, or conference rooms.
- Staff Wellness Challenges – all occasional staff wellness challenges are OPTIONAL. All employees are encouraged to engage but participation is not required or expected.



# FREE Environmental changes

Raise your **fitness** level...  
...one **STEP** at a time.

Aumente su nivel de  
acondicionamiento físico  
un paso a la vez.



Take the  
stairs!

Tome las escaleras!

SC Health & Environment  
**LIVE YOUR LIFE**  
healthier. better. longer.

A Healthier State   
Make every workday great.

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## New Vending Machine Setup

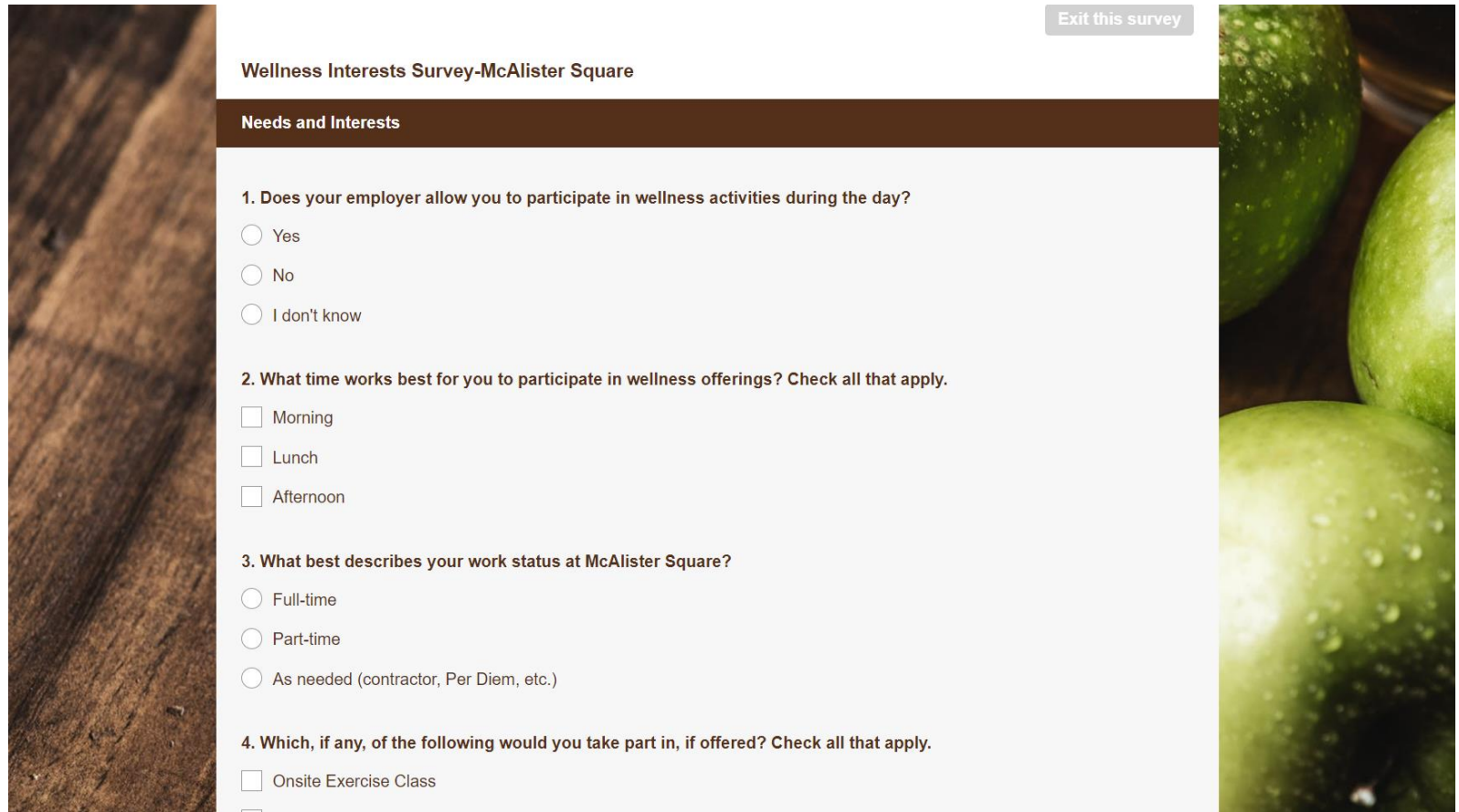
Row 1	Healthy Chips-\$0.90
Row 2	
Row 3	Other Chips- \$0.90
Row 4	Healthy bars/Nuts- \$0.85
Row 5	Crackers-\$0.85 / Top Selling Candy \$1.25
Row 6	Pastries/Muffins \$1.25



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# Building-wide wellness Interest Survey for co-working places



Wellness Interests Survey-McAlister Square

Exit this survey

**Needs and Interests**

1. Does your employer allow you to participate in wellness activities during the day?

Yes

No

I don't know

2. What time works best for you to participate in wellness offerings? Check all that apply.

Morning

Lunch

Afternoon

3. What best describes your work status at McAlister Square?

Full-time

Part-time

As needed (contractor, Per Diem, etc.)

4. Which, if any, of the following would you take part in, if offered? Check all that apply.

Onsite Exercise Class

# LWAW Forum Save the Date!

Mental and Emotional Well-being for  
Employees

March 12, 2020

11AM-1PM

Lunch Included!

Register at:

<https://www.eventbrite.com/e/mental-emotional-well-being-forum-tickets-93513428181>



# For more information:

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