



Welcome to the 2022 FRPA Conference!
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Creating, Leading & Sustaining a Well Culture





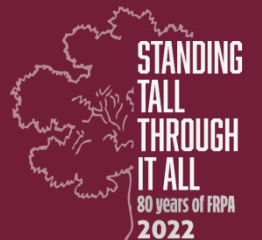
Regina Novak, MPH
Health Educator & Financial
Coach

regina@rcmfinancialcoaching.com



LEARNING OBJECTIVES

1. Explore the critical elements of a well culture at work, and how a culture that does not embrace these elements hurts the organization and the community you serve.
2. Discuss how to prevent, recognize, mitigate and remedy workplace concerns of excessive stress, burnout, fatigue, along with resources to consider.
3. Define and describe ways you can effectively support and advocate for a well culture within your own teams and departments, as well as your larger organization.



The Value of a Well Workplace

Attract & retain top talent
Make work fun & enjoyable
Individual/team growth & thriving
Satisfied, productive & healthy employees
Huge impact on community & beyond



Total Well Being

Physical, social, financial, intellectual, environmental, emotional, spiritual, occupational wellness

Health along the continuum:

Prevention, health promotion, disease management

Purpose in work; belonging; safety

Reaching full potential (THRIVING)



Emphasis on Sound Body & Mind

1 in 5 adults (AND 1 in 5 children) have a mental health condition

Leading cause of disability, absenteeism & loss of productivity

2019, suicide was 2nd leading cause of death ages 10-34 years

Anxiety, depression & substance abuse are most common

Work Related Stressors

Salary

Workload

Lack of opportunities

Work that is no longer engaging or challenging

Lack of social support

Little control

Conflicting demands

Unclear expectations



“Outside of Work” Stressors

Home environment

Personal relationships

Family dynamics

Illness

Caregiving responsibilities

Finances

Mental health

Physical health

Our own internal voices of fear & doubt



Impact of Unmanaged Stressors in the Workplace

Impaired health (total)

Burnout

Poor performance/customer service

Toxic teams & environment

Loss of morale

High absenteeism

Low productivity

Bad press

High turnover



Stress as a tool to Reach Potential

Potential for business performance:

Pushing past limits

Challenges that promote growth & success

Higher engagement

Higher performing teams

Employee & customer loyalty



Recognizing Burnout

Chronic fatigue +/- or pain

Physical symptoms-headaches, digestive issues,

Higher frequency of illness

Poor performance

Forgetful

Isolated

Anger

Detachment/apathy

Loss of enjoyment



Recognition & Connection: How Can I Help?

Ask the question

Respect privacy & boundaries

Express concerns

Listen & withhold judgment

Be supportive

Connect to resources



High Engagement at Work

Passion & purpose

Committed to organization & community

Disengaged employees trade time for money,
are checked out AND will destroy morale if
you allow them to



Driving Engagement at Work

Meaningful work

Autonomy

Psychological safety

Strong teams

Down time (FUN)

Growth opportunities



Driving Engagement at Work

Trust in management

Positive work environment

Remaining competitive in the marketplace



5 Languages of Appreciation

Words of Affirmation

Quality Time

Acts of Service

Tangible Gifts

Physical Touch



5 Dysfunctions of a Team

Trust

Conflict

Commitment

Accountability

Results



Leadership Role in Well Culture

- Share the vision
- Support the vision (culture, policies)
- Serve as a role model
- Hold employees accountable
- Engage your leaders
- Spend time hiring
- Innovation
- Monitor & celebrate success



Evolution of Focus on the Employee

What do
employees
need to work?



What do
employees
need to
work better
& faster?



How do we
motivate
employees to
perform
better?



How do we
create an
organization
where people
want to show
up & do their
best work?

Recruitment & Retention

Organizational belief that your people are the most important investment

Employee centric & customer centric

Thinking beyond the traditional benefits & perks



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Thank You!

Regina Novak, MPH
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