

FINDING WELLNESS IN A CUBICLE

From <20% Employee Engagement to 100%

MUNICIPALITY CASE STUDY



CHALLENGE

Small Space Sabotage

Finding wellness within the four walls of their cubicle was an employee struggle.

Scarce Platform Usage

Employees did not feel empowered to find resources in the wellness platform.

Few Scheduled Appointments

Scarce scheduling of one-on-one coaching sessions to help individuals.

Lack of Supervisor Support

Without outspoken support, employees were afraid to ask to participate.

Program Intimidation

Employees were unsure of what to expect and deemed it clinical in nature.

SOLUTION

Adapt An Agenda Specific for Their Needs

Ask supervisors and employees what topics would most benefit them and create an agenda around their needs.

Educate Leadership

Provided wellness program information so they are well-informed and clear on the benefits.

Meet Them Where They Are

Arranged a meeting with the department employees at their place of work.

Secure Supervisor Buy In

Set up meetings with the department supervisors as this leads to greater engagement in each department.

Take the Medical Out of Wellness

Emphasize that the wellness program focuses on lifestyle habits and not physician visits.

CONCLUSION

Employees needed approval from their department supervisor to participate in various employee wellness activities such as health coaching. The comprehensive approach to this multifaceted challenge to remarkable outcomes, from less than 20% employee engagement in the wellness program, to 100%, ensuring every individual left with a one-on-one coaching appointment, and fostering a deeper understanding of the wellness offerings. These results highlight the program's effectiveness in enhancing employee well-being and engagement, ultimately contributing to a healthier and more productive workplace.

"Our staff works with families facing the trauma of economic hardship, along with numerous other obstacles to overcoming poverty. By encouraging participation in the Employee Wellness program and providing the necessary support and understanding, we create a workplace where everyone feels valued and supported."

- Julie O. Supervisor/Office for Children