



Division of Human Resources
& Organizational Effectiveness

WELLNESS WORKS!

Physical | Financial | Interpersonal

The Importance of Employee Wellness
Texas A&M University

Graduate Advisors Workshop
September 2019



wellness.tamu.edu

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**Division of Human Resources &
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Objectives

- Identify the leading deaths in the United States
- Explain how to live healthier and prevent chronic disease
- Share the importance of employee wellness program from various perspectives
- Describe *WELLNESS WORKS!*



Leading Deaths in The United States

- Heart Disease
 - 633,842
- Cancer
 - 595,930
- Chronic Lower Respiratory Diseases
 - 155,041
- Stroke
 - 17,000
- Alzheimer's Disease
 - 110,561

(CDC, 2017c)



How can we live healthier and prevent these chronic diseases?

- Genetics
- External Factors
- YOU!

YOU!

Modifiable Risk Factors

- Heart Disease
 - Tobacco use, high blood pressure, high cholesterol, type 2 diabetes, poor diet, overweight, lack of PA
- Cancer
 - Tobacco use, poor diet, lack of PA, overweight, sun exposure, alcohol, some virus/bacteria, certain chemicals
- Chronic Lower Respiratory Diseases
 - Tobacco smoke, exposure to second-hand smoke
- Stroke
 - High blood pressure, high cholesterol, heart disease, diabetes, overweight, tobacco use, alcohol use, and lack of physical activity
- Alzheimer's Disease
 - Diabetes, High blood pressure, tobacco smoke and disconnect with family, friends, communities

Modifiable Risk Factors

- **Tobacco Smoke**
- **Blood Pressure**
- **High Cholesterol**
- **Diabetes**
- **Physical Activity**

Don't Stress, Employee Wellness is here!

- *“Health is not merely the absence of infirmity but a positive state of complete physical, mental, and social well-being.”*
- *“Holistic wellness is defined as the intimate makeup of the whole being.”*

Employee Wellness Program Factors

- Culture of holistic wellness
- Health Promotion
 - Preventative Interventions
 - Primary intervention
 - Lifestyle management
 - Secondary intervention
 - Screenings, early detection of diagnosis

Employee Wellness Program

- **Importance to Employers**
 - **New and Current Employees**
- **Importance to Claims Position**
- **Importance to Employees**

Stretch BREAK

Christina Bookout

Group Fitness Instructor

Department of Recreational Sports



RECREATIONAL SPORTS
TEXAS A&M UNIVERSITY

DIVISION OF STUDENT AFFAIRS



How can YOU live healthier and prevent chronic disease?



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WELLNESS WORKS! **MISSION STATEMENT**

WELLNESS WORKS! the official employee wellness program at Texas A&M University, integrates physical, financial, and interpersonal aspirations that embody a holistic approach to achieving and sustaining a health-conscious workplace. We engage employees to enhance their quality of life and positively impact organizational success by building a happy, healthy, and thriving workforce.



WELLNESS WORKS!

THREE PILLARS

Physical

- Fitness
- Nutrition
- Sleep
- Preventive treatment
- Self-care
- Disease management
- Safety

Financial

- Financial security
- Budget & Planning
- Retirement planning

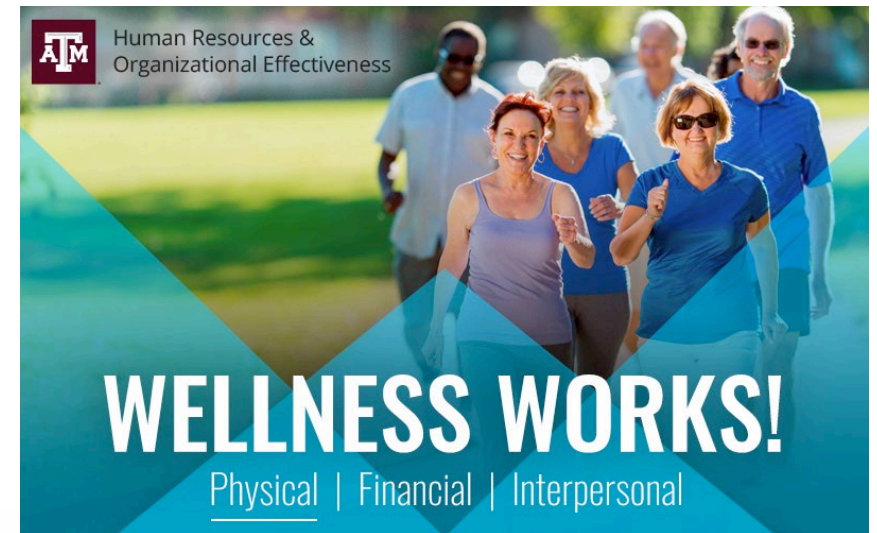
Interpersonal

- Social
- Spiritual
- Intellectual
- Mental
- Stress management



PHYSICAL PILLAR

- **WELLNESS RELEASE TIME.** • **Catapult Health Exams**
- **FITNESS SESSIONS** • **Wellness Exam Incentive**
- **Eat WELL, Be WELL!**
Nutrition Program



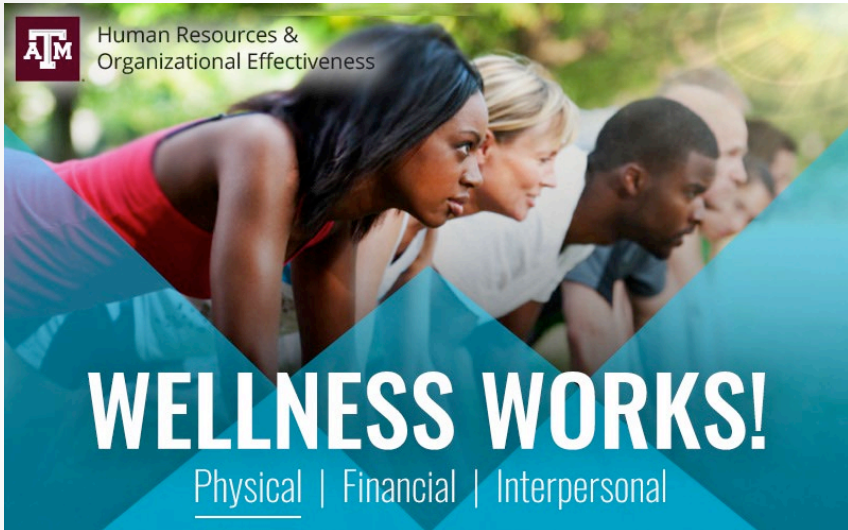
FINANCIAL PILLAR



- **EMPLOYEE TUITION ASSISTANCE PROGRAM**
- **Financial Consultations**
 - **Budget & Planning**
 - **Retirement Planning**



INTERPERSONAL PILLAR



- **WELL Leader Program**
- **Gardening Clubs**
- **Dinner Tonight: Cooking Clubs**
- **Mindfulness Meditation**
- **Employee Assistance Program**



Final Thoughts

- Follow us on Facebook and Twitter:
Texas A&M University – Human Resources
- Check out our website: wellness.tamu.edu



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