



Division of Human Resources  
& Organizational Effectiveness

**WELLNESS WORKS!**

Physical | Financial | Interpersonal

**The Importance of Employee Wellness**  
**Texas A&M University**

**Graduate Advisors Workshop**  
**July 2019**



[wellness.tamu.edu](http://wellness.tamu.edu)

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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!

Physical | Financial | Interpersonal



# ***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

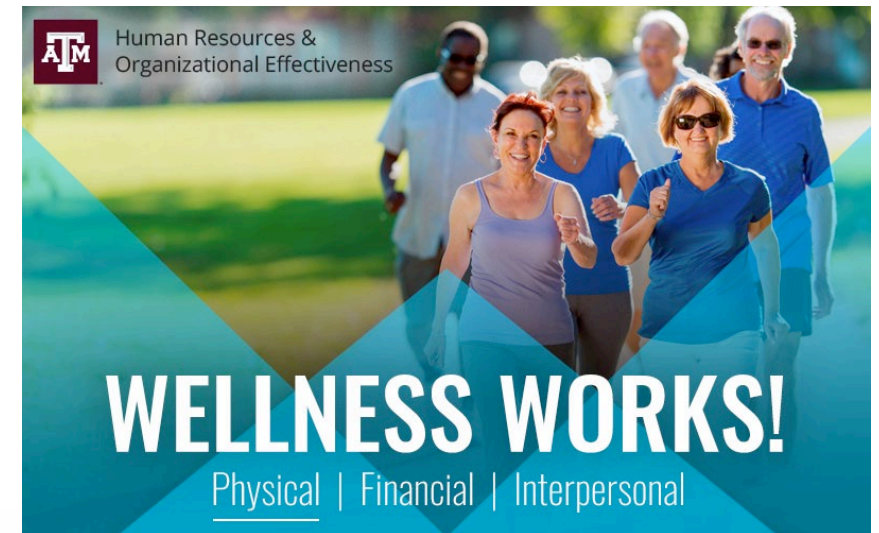
### Interpersonal

- Social
- Spiritual
- Intellectual
- Mental
- Stress management



# PHYSICAL PILLAR

- **WELLNESS RELEASE TIME**
- **Eat WELL, Be WELL!**  
**Nutrition Program**
- **FITNESS SESSIONS**
- **Catapult Health Exams**
- **Living WELL Aware at Texas A&M**
- **Wellness Exam Incentive**



# FINANCIAL PILLAR

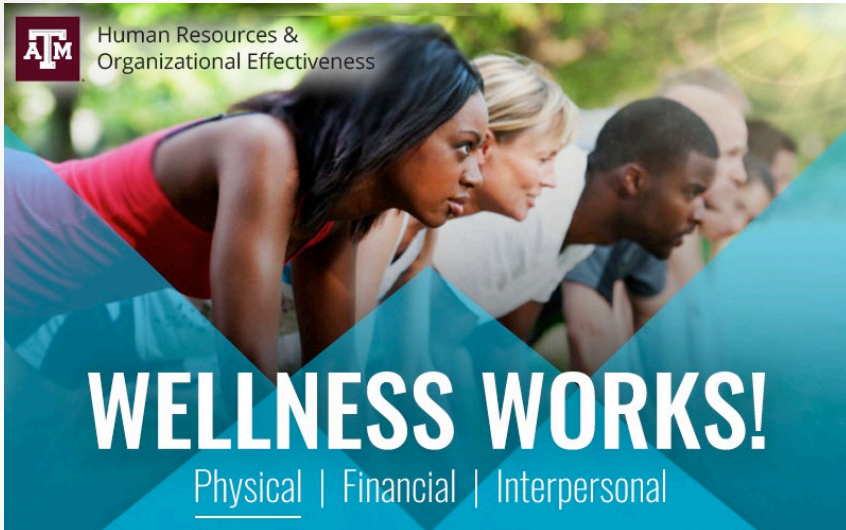


- **EMPLOYEE TUITION ASSISTANCE PROGRAM**
- **Financial Consultations**
  - **Budget & Planning**
  - **Retirement Planning**





# INTERPERSONAL PILLAR



- **WELL Leader Program**
- **Lunch & Learn & Monthly Events**
- **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](http://wellness.tamu.edu)



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