

# Wellness Wisdom

## Special Announcement!!!

OWLS launches its newest version of IntelliPrev™! Go check out the new “streamlined” version of the IntelliPrev™. A 5-minute registration process can get you immediate access to all the IntelliPrev™ tools for a 30 Day FREE Trial. Go to [www.intelliprev.com](http://www.intelliprev.com) today

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### UPCOMING EVENTS:

#### IntelliPrev™ Boot Camp

[November 7-8th](#) (see article)

#### Heart-Centered Leadership

**Workshop:** [September 20 in Dallas](#) ([www.instituteofhcl.com](http://www.instituteofhcl.com))

#### OWLS also presenting at...

- **EAPA: Employee Assistance Professionals Association**  
October 23-27<sup>th</sup> in San Diego:
  - Results from IntelliPrev study
  - Health Promotion for young restaurant workers
- **National Prevention and Health Promotion Summit (*Creating a Culture of Wellness*)**  
November 27-29, Washington, DC
- **WorkLife2007: Protecting and Promoting Worker Health**  
September 10-11, Bethesda, MD
- **Champions in Health Wellness Exchange (*for health promotion professionals*)**  
October 12, Hurst, Texas

## Upcoming IntelliPrev™ Boot Camp!

**Background on IntelliPrev™?:** IntelliPrev™ is a web-site for professionals in human resources, employee assistance, and health promotion. This site aids the user in the decision-making and strategic planning required to put together or enhance prevention wellness programs that will maximize return on investment. IntelliPrev™ helps you at any stage of health promotion. IntelliPrev™ houses the information, the process, and the tools that you will need to find, customize, or craft the right program for your workplace and implement it properly. Visit IntelliPrev™ today at [www.IntelliPrev.com](http://www.IntelliPrev.com).

IntelliPrev™ is holding its very first Boot Camp on [November 7<sup>th</sup> & 8<sup>th</sup>](#) in Fort Worth, Texas. In this two day camp, attendees will learn best-practices in the area of prevention programming, wellness ROI estimation, wellness advocacy, and how to promote wellness as a leadership strategy through our model of **Heart-Centered Leadership™** ([www.instituteofhcl.com](http://www.instituteofhcl.com)). All attendees will receive their own personal IntelliPrev™ account with full access to all the IntelliPrev™ tools (including the ROI estimator!). To register for this event please contact Ashleigh Schwab at 817-921-4260.

## Employee Perks: Trends from the top 50 U.S companies to work for

What makes a company great to work for? Is it flex-time, succession planning, or is it as simple as regular request for employee input? The July edition of *HR Magazine* highlights the winners of “The Best Small and Medium Companies to work for in America” (see [www.shrm.org/bestcompanies](http://www.shrm.org/bestcompanies)). Having your companies name on this list may not be as far off as you think...

A review of the top 25 small companies revealed 3 themes: employee rewards/recognition, frequent employee input, and volunteering/community service. These are the top employee perks that the 25 organizations boast as their “claim to fame.” Almost 50% of the 25 small companies highlight the variety of ways that they recognize and reward employees. Some are as simple peer nominations for outstanding employees or having a week devoted to employee appreciation. Frequent employee input came in a close second to rewards/recognition. Almost 40% indicated that their collection and actual use of employee input put them in their “best company” status. Input ranged from business strategy to employee retention ideas. Following in a close third, at almost 30%, was the employee “perk” of participation in community service or volunteer work. (Continues on page 2)

### Other Workplace Awards

- The C. Everett Koop National Health Award  
@ [healthproject.stanford.edu/koop/work.html](http://healthproject.stanford.edu/koop/work.html)
- The Wellness Councils of America "Well Workplace" Awards  
@ <http://welcoa.org/wellworkplace/>
- The Canadian Healthy Workplace Award  
@ [nqi.ca/HealthyWorkplace/Recognition.aspx](http://nqi.ca/HealthyWorkplace/Recognition.aspx)
- Workforce Magazine's Optimas Award for Promoting Quality of Work-Life  
@ <http://www.workforce.com/section/15/>
- Fortune Magazine's Top 100 Companies to Work for  
@ <http://www.greatplacetowork.com/>
- Psychologically Healthy Workplace Awards  
@ [www.phwa.org](http://www.phwa.org)

### **Health & Fitness Corner**

#### **Outside Magazines Tips for Lifelong Fitness**

**Be Consistent:** "The hallmark of a lifelong athlete is not the ability to focus but the ability to refocus."

**Find Your Balance:** "...That ability-to maintain balance in the most difficult conditions-is what separates great athletes from the merely good."

**Train Early:** "Schedule training in the morning so that normal daily chaos-long meetings, family demands, traffic-won't end your workout before it begins."

**Get a Partner:** "[Getting a partner] is the best way to push yourself. The perfect training companion is a friend who's good-humored, disciplined, and competitive-and someone you hate losing to."

**Train Your Brain:** "Need motivation? Aerobic exercise can cause the brain to grow new nerve cells."

To get access to this full article, visit [OutsideOnline.com](http://OutsideOnline.com)

**Want to move beyond physical wellness to the whole person and whole company approach?**

**contact us at OWLS NOW:  
[learn@organizationalwellness.com](mailto:learn@organizationalwellness.com)**

## Employee "Perks" cont.

The themes for the medium companies were slightly different. Employee rewards and recognition was the most popular "perk" among medium companies (32%). These rewards ranged from a personal note from the CEO to trips to places like Las Vegas and the Bahamas. The second most popular perk was employee stock options or profit sharing (24%). Employee health and wellness perks was the third most popular perk listed; 24% of the top medium companies offer some sort of healthy "perk"; like an on-site fitness center, company sports teams, or massage centers. One company states that they have several work-teams whose goal it is to help improve the balance between work and home-life.

There were many other types of perks that companies offered (i.e. on-site childcare, tuition reimbursement, and internal hiring). Simply recognizing your employees could be the difference in having a company that your employees enjoy working for and a company in which your employees dread coming to. Get Creative! In fact, involve your employees. Get their opinion on why your company is already a great place to work, or what you could be doing to make it so. Make it a goal for your organization to apply for one of these awards in the next year. See the list on the right side of this page for some awards you can apply for.

If you are interested in employee health and wellness for small to medium-sized companies, don't let the fear of high costs stop you. There are plenty of great, inexpensive resources for small businesses wishing to promote employee health. One example is The Small Business Wellness Initiative ([www.sbwi.org](http://www.sbwi.org)). Most of the tools and resources on the site are free.

Go check it out!

## Healthy Employee Success Strategies: Beware of the WIFM Question!

"WIFM" stands for the phrase "What's in it for me?" This is a question that all employees will want answered when it comes to their participation in a company wellness program. They will want to know how healthy behaviors will benefit them, and what professionally will be gained from adopting these healthy behaviors. Leadership and wellness program advocates should be aware of WIFM question, and should answer that question for employees throughout the course of the wellness program.

One possible strategy is to have a direct supervisor meet with employees after participating in wellness programs or training. They may casually discuss what the employees can achieve from the behavioral changes taught in the program, which methods would best fit their work environment, which of the methods are safer, if the method takes away the monotony of their job, and if the behavioral change may causes a productivity gain. It is apparent that employees look out for their best interest, and this should not be ignored. Ignoring this issue will develop disinterested or resistant employees.

To learn more, read the classic text *Transfer of Training* by Mary L. Broad and Jon W. Newstrom. Their strategies have been adapted for wellness programs in the e-learning tool: IntelliPrev™. To hear more about IntelliPrev™ please contact OWLS or visit the IntelliPrev™ site; [www.intelliprev.com](http://www.intelliprev.com).