

WORKPLACE HEALTH SYMPOSIUM DISCUSSION GUIDE

Goals for Table Discussion

* Bring awareness and plant seeds regarding how organizations could change their approach to worksite wellness from the learnings of Dr. Bobinet
* Share thoughts about what participants learned from keynote speakers
* Network and connect with other employers
* Connect impact of personal wellness to organizational wellness

Get to Know Your Table

Ask participants to share:

Name, company they work for, their role, and a time when they personally knew what the right thing to do was for their health, but did something else.

Facilitator Tip: Come prepared with an example of something that you’ve experienced to show vulnerability. For example, think of the last time you went to a coffee shop. You knew you would regret eating that sweet treat in the case but purchased and ate one anyway because it helped ease your stress in that moment.

Review Kyra’s Key Points

In Kyra’s talk, she spoke about a variety of things. One of the goals of the table discussions is to give you the opportunity to brainstorm and better understand how you can implement those themes into your own organizations. As we go through some of the key themes that Kyra addressed, take note of examples we can share at the end of our table discussion with the rest of the group.

1. **Theme: Why we know what we should do, but we still don’t do it!**

**Ask participants to share:** Does anyone have any example of something we know we shouldn’t do in our organizations, but still do?

**Facilitator example**: As a leader, have you ever emailed at night even though you know the best practice is to cut off email after work? Or have you received an email from your boss on a Sunday? Another example: Do you order lunch in instead of packing your lunch?

1. **Theme: Brain science and how motivation works.**

**Ask participants to share:** Have you ever really thought about brain science and how motivation works? Now that you know a little more, what concepts around motivation resonate with you? What are some examples you can apply to your organization?

**Facilitator Tip**: Here’s an example: A company offers a *Needs and Interest Survey* to better understand what employees would like to see in their wellness program. Employees say they want to participate in step challenges, so when the step challenge is offered, they register. However, after two weeks, participation drops off drastically. Why do you think their motivation dwindles? Could you incorporate walking meetings during the challenge to build a habit of moving?

1. **Theme: Present day challenges of attention economy, anxiety triggers, etc. associated with the modern workplace and how to design for each.**

**Ask participants to share:** What are some examples of present day challenges within your workforce? What can your organization do to design a healthy environment – physically, environmentally, through policies, etc.?

**Facilitator tip:** Here are some examples of root causes for distractions and potential solutions. What are others?

* + Facebook and the many social media distractions. Solution: Tip of the day: Suggest deleting Facebook from phone. Try it!
	+ Anxiety around professional relationships leads to coworkers not communicating well with each other. People feel like others are doing things TO them and react instead of responding. Solution: Emotional intelligence training, flexible scheduling.
1. **Theme: Solutions on how to stabilize motivation to achieve engagement and behavior change.**

**Ask participants to share**: How can you indoctrinate behaviors so that participants continue a healthy behavior after a program ends? For example: How are you going to stabilize motivation after a 12-week walking challenge ends?

**Facilitator Tip**: Include examples around ways to include organizational changes as part of the challenges or programs.

* During the challenge, if a meeting is longer than one hour, set a standard to walk around the room or take a stretch break after one hour. Another example is to implement walking meetings, especially if the meeting doesn’t require technology or paper.
* Provide tips to increase the number of steps throughout the day. For example, suggest using the bathroom at the other end of the hall or have their printer automatically set to print in a location where an individual must walk to get it, as these types of behaviors would remain after the walking challenge.
1. **Theme: The science about how connection is a core focus when designing workplace culture.**

**Ask participants to share**: How can your organization incorporate the social aspect of well-being to lead to positive impact?

**Facilitator Examples**:

* During wellness challenges, departments often form their own teams. Suggest teaming up with people employees don’t normally socialize with, or utilize the comradery to encourage teamwork in a department versus department challenge.
* The University of Denver has a program called *One Book* where all incoming freshman read the same book. Once they get to campus, they talk about their various perspectives on the same book. This develops comradery and also highlights diversity in a positive way. How could this be applied to wellness?
1. **Theme: Design thinking tools that help close the gap of engagement, particularly around how to deploy emotional intelligence that works for one and many.**

**Ask participants to share**: How can your organization enable employees to utilize or apply emotional intelligence trainings to the work environment and to their coworkers?

Facilitator examples:

* Organizations often provide trainings on emotional intelligence and professional development. How can you truly ensure your employees apply them to their work?
* Use communication strategies that fit with the employee’s lifestyle, such as text messaging or social media.
* Provide communication strategies and wellness programming that fit with the employee’s culture, and educate coworkers to better cultural norms and microcultures within the organization.



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Review Kyra’s Key Points

**Theme 1: Why we know what we should do, but we still don’t do it!**

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**Theme 2: Brain science and how motivation works.**

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**Theme 3: Present day challenges of attention economy, anxiety triggers, etc. associated with the modern workplace and how to design for each.**

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**Theme 4: Solutions on how to stabilize motivation to achieve engagement and behavior change.**

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**Theme 5: The science about how connection is a core focus when designing workplace culture.**

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**Theme 6: Design thinking tools that help close the gap of engagement, particularly around how to deploy emotional intelligence that works for one and many.**

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