



WELLNESS AT WORK:

HOW TO BUILD AND ADMINISTER EMPLOYEE WELLNESS PROGRAMS

Presented by Amy Maltbie

Teague Insurance Broker & Certified Yoga Instructor

Featuring Guest Speaker: Alyssa Theis, LMFT

WEBINAR AGENDA

- Introduction
- Importance of Employee Wellness Programs
- Guest Speaker: Alyssa Theis, LMFT – Employee Mental Health & Workplace Resources
- Steps to Design and Implement Programs
- Integrating Wellness into Benefits Packages
- Measuring Success and ROI
- Q&A



INTRODUCTION

- Discover how employee wellness programs impact:
 - Morale and engagement
 - Absenteeism and productivity
- Learn practical strategies to build and sustain effective workplace wellness initiatives.



WHAT IS THE BIGGEST WELLNESS CHALLENGE IN YOUR WORKPLACE?

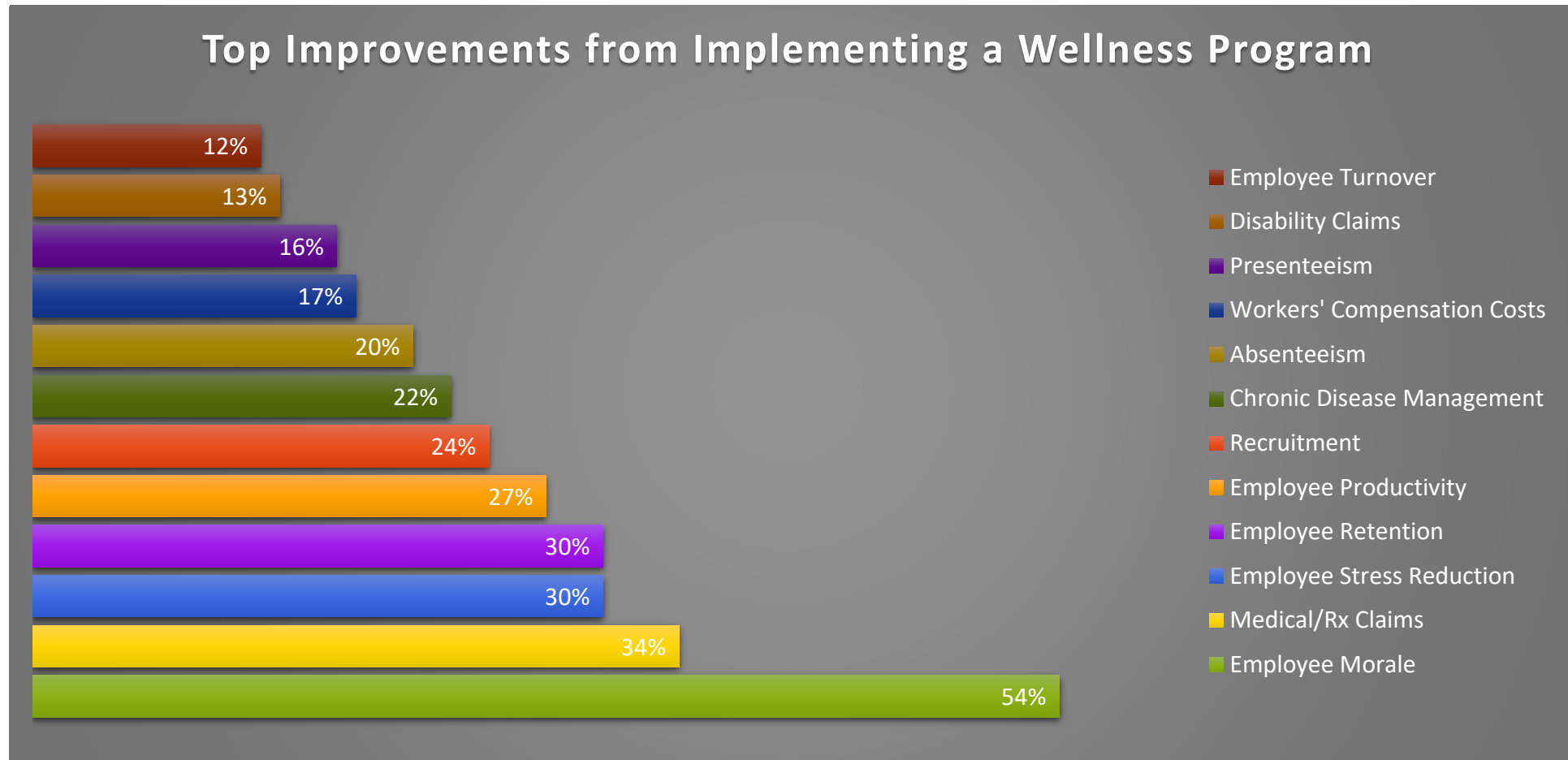
We'd love to hear from you!

Vote for the biggest wellness challenge in your workplace:

- High stress levels
- Lack of employee engagement
- Limited budget for wellness programs
- Poor work-life balance
- Lack of access to mental health resources
- Other (please specify)



HOW WELLNESS IMPACTS EMPLOYEE PRODUCTIVITY



WHY WELLNESS MATTERS

- More than **9 in 10** organizations offer at least one wellness incentive. ([HBR](#), 2019)
- **70%** of employers have improved their physical environments to encourage healthy behaviors. ([Forbes](#), 2019)
- About **87%** of employees said they consider health and wellness offerings when choosing an employer. ([Forbes](#), 2013)
- **91%** of employees in organizations run by executives who support wellbeing initiatives believe they are motivated to achieve their best at work. ([American Psychological Association](#), 2017)
- **87%** of employees expect support from employers in achieving work-life balance. ([PR Newswire](#), 2017)





GUEST SPEAKER: ALYSSA THEIS, LMFT

Clinical Director & Therapist, Freedom Within
Therapy and Wellness Center

Employee Mental Health & Workplace Resources

Alyssa will explore mental health challenges in the
workplace and provide strategies employers can
implement to support employees



Employee Mental Health and Workplace Resources

Alyssa Theis, LMFT

Clinical Director

Freedom Within Therapy and Wellness Center



Employee Mental Health

What is mental health?


- Emotional, psychological, and social well-being

How mental health support has evolved

- History of stigma
- Increased awareness and changing perceptions
- Continued evolution - now recognized as essential




Employer's Role in Supporting Mental Health




Proactive approach

- Normalizing conversations
- Wellness integration
- Continuous improvement



Workplace as a driver of well-being

- Safety
- Work-life balance
- Support
- Physical space




How leadership can set the tone

- Modeling
- Workplace culture
- Values
- Resources
- Focus on wins



Practical Tools to Improve Support

Small but impactful workplace adjustments:

- Reframing performance feedback (avoid red/green color coding)
 - Normalizing breaks and flexibility
 - Creating psychologically safe spaces
 - Encouraging open conversations
 - Multiple sources of support
 - Clear and equitable expectations
 - Modeling healthy behaviors - taking care of yourself!
- 

Importance of Language

Supportive
versus punitive

Feedback
versus criticism

Active listening
and empathy

Responding
versus reacting

Curiosity
not judgement

Assertive
and clear

Becoming a Trauma-Informed Workplace



Understanding that trauma has an impact on workplace dynamics



Leading with empathy and awareness - trauma-informed leadership



Becoming a trauma-informed leader

How Therapy Can Help



Individualized development of self care action plan



Better understanding of impact of trauma on present-day functioning



Strengthened communication and conflict resolution skills



Increased self-awareness and resilience



Support for work-related stress and burnout prevention



Enhanced problem-solving and decision-making skills

Freedom Within Therapy and Wellness Center

Individual and
couples
therapy

Ages 18+

Aetna, Cigna
Kaiser, Lyra Tricare,
Triwest/VA
accepted

Getting Connected

- Interested in therapy? Complete a webform at freedomwithincenter.com or call 619-363-1920 to get connected today!
- Insurance accepted: Tricare, Triwest/VA, Kaiser, Cigna, Aetna, and Lyra
- For Triwest/VA: Speak to your VA treatment team (ask your primary care doctor, social work, or mental health provider) and request a referral to CCN to be seen by our team. Contact our office to obtain our NPI and EIN, and then your care team will fax an approved authorization to our team for scheduling!



Questions



*Thank
You*



TYPES OF WELLNESS PROGRAMS



Physical Wellness: Gym memberships, fitness challenges, ergonomic assessments.



Mental Health: Stress management, mindfulness programs, Employee Assistance Programs (EAPs).



Financial Wellness: Financial planning workshops, student loan repayment assistance.

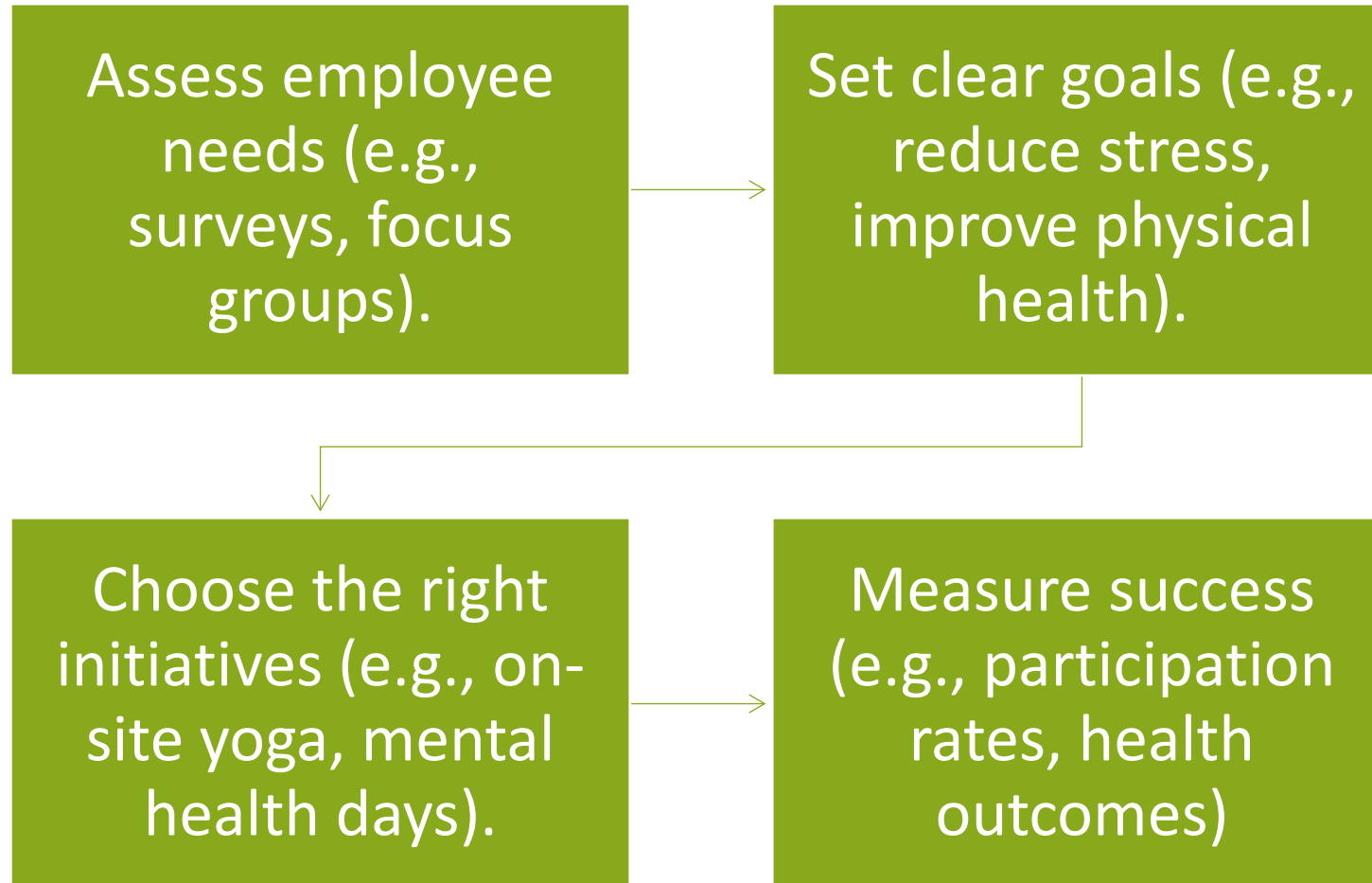


Social Wellness: Team-building activities, volunteer opportunities.



Holistic Wellness: Combining physical, mental, and financial wellness initiatives.

STEPS TO BUILD A SUCCESSFUL WELLNESS PROGRAM



THE CONNECTION BETWEEN BENEFITS & WELLNESS

How to integrate wellness initiatives with insurance offerings

- Examples:
 - Mental health resources (e.g., EAPs, therapy coverage).
 - Gym memberships or wellness stipends.
 - On-site wellness programs (e.g., yoga classes, health screenings).



Why It Matters

- Demonstrates ROI
- Improves engagement
- Refines program over time

Key Metrics to Track

- Participation Rates
- Employee Feedback
- Health Outcomes
- Business Outcomes

Tools for Measuring Success

- Surveys and Feedback Forms
- Participation Tracking (example – Walk to Wellness)
- Claims Data Analysis for Large Group (100+ employees)

Set Benchmarks and Goals

- Examples:
 - Increase participation by 20% in 6 months
 - Reduce absenteeism by 15% in a year

HOW TO MEASURE THE SUCCESS OF YOUR WELLNESS PROGRAM

COMPLIANCE AND LEGAL CONSIDERATIONS

Key Regulations:

- ADA: Ensure wellness programs are voluntary and accessible.
- HIPAA: Protect employee health information.

Voluntary participation and confidentiality are critical!



NOW IT'S YOUR TURN!
WHAT QUESTIONS DO
YOU HAVE ABOUT
BUILDING OR
IMPROVING YOUR
WELLNESS PROGRAM?

NEXT STEPS & RESOURCES

- Thank you to Alyssa Theis from Freedom Within Center for sharing her expertise!
- Key Takeaways
 - Wellness programs improve employee health, productivity, and retention.
 - Start by understanding employee needs
 - Measure success through participation rates, employee feedback, and health outcomes.
- Call to Action
 - Ready to implement a wellness program? Contact me for a free consultation!
 - Email: amy@teaguefs.com
 - Phone: (619) 315-9258
- Resources
 - Learn more about Alyssa and her team at Freedom Within Center: <https://freedomwithincenter.com/>
 - Follow me on [LinkedIn](#)