

BECOME A MEMBER OF THE

Texas Health Community Hope

WORKSITE WELLNESS NETWORK

As a healthcare organization, Texas Health believes that the potential of a community lies in the health and well-being of its members. The Texas Health Community Hope Worksite Wellness Network was created to positively impact employee well-being through collaboration with worksites, businesses, and organizations – anyone interested in having healthy, engaged, productive employees.

Now more than ever, companies that prioritize well-being can benefit—from managing risk to managing brand. The Texas Health Community Hope Worksite Wellness Network is one of more than 30 initiatives and collaborations under the Texas Health Community Hope umbrella, designed to impact community health outside hospital walls. Through the network, Texas Health team members serve as consultants and facilitators to enhance the relationship between employer and employee and focus on helping employers meet the well-being needs of employees—not just in the workplace but at home and in the community.

Worksite wellness champions are supported through access to curated health resources, wellness best practices, mental health advocacy,



WELL-BEING IMPACT

The impact of well-being extends far beyond how employees feel. Employee physical and mental health can affect the number of sick days they take, their job performance, whether they experience burnout, and their likelihood of turnover. Consider the costs of poor well-being in the worksite:

- **75% of medical costs** accrued mostly due to preventable conditions
- **\$20 MILLION of additional lost opportunity** for every 10,000 workers due to struggling or suffering employees
- **\$322 BILLION of turnover and lost productivity cost globally** due to employee burnout
- **15%-20% of total payroll** in voluntary turnover costs, on average, due to burnout

*Gallup.com/workplace/insights; Employee Wellbeing is Key for Workplace Productivity

employee-focused trainings, and purposeful connections within their communities. This approach is vital for increasing employees' sense of belonging, productivity, retention rates, and positive work experiences.



NETWORK BENEFITS

As a Texas Health Community Hope Worksite Wellness Network organization, you have access to:

- Customized consultation for creating and implementing wellness best practices that meet your organizational and employee needs
- Assistance in developing needs assessments and surveys for capturing employee engagement and wellness outcomes
- Wellness best-practices for senior-level employees who support line-level employee well-being
- Curated wellness newsletters and ideas that can be shared with employees
- How-To guides for community engagement and volunteerism
- Potential access to other Texas Health Community Hope resources when available
- The opportunity to collaborate with other network members who also prioritize employee health and well-being



RECOGNITION

Once you join the Texas Health Community Hope Worksite Wellness network, you'll receive:

- **A Texas Health Community Hope Worksite Wellness Network** certificate
- **A Texas Health Community Hope Worksite Wellness Network** decal
- **Acknowledgement** in our Texas Health Community Hope Worksite Wellness News



ANNUAL COMMITMENT

The Worksite Wellness Network membership is continuous; your efforts and involvement will be maintained and renewed annually through regular touchpoints, consultation opportunities, and the completion of three additional best-practices or activities each calendar year.



COST

There is no cost to participate in the Texas Health Community Hope Worksite Wellness Network other than any costs you may incur to implement your worksite wellness initiatives.



Texas Health Community Hope Worksite Wellness Network

NETWORK AREAS OF FOCUS

The Texas Health Community Hope Worksite Wellness Network offers support in three areas of focus: **Resources, Mental Health, and Community**. Choosing initiatives for your worksite may seem like a piece of cake, but determining the why, how, and what you choose matters can greatly impact the success of these initiatives. We'll work with you to align your choices with your vision, culture, and wellness strategies to best support healthy and thriving employees.

RESOURCES



Expert-Led Wellness Webinars: Virtual webinars facilitated by certified and licensed experts, ranging in topics from self-care and social-connections to sleep factors and mental health.

Creating Cohesive Wellness Teams: A how-to guide from Welcoa for recruiting other wellness-minded colleagues and creating a committee that promotes excitement and engagement in workplace well-being.

Worksite Wellness Insider: An electronic newsletter just for Network members, designed to boost employee engagement, collaboration, and company culture through workplace best practices. You can share this newsletter with your employees and encourage them to adopt and maintain healthy behaviors.

Additional Resources: Marketing tools to empower employees' physical, emotional and mental health.

MENTAL HEALTH



More than ever, employee's self-care is a critical component of worksite wellness. Through Texas Health, the network offers support for network members in a myriad of ways. Many of these programs are free of charge or available for a nominal fee.

Mental Health First Aid Training: Just as CPR helps you assist an individual having a heart attack, Mental Health First Aid helps you assist someone experiencing a mental health or substance use-related crisis. Mental Health First Aid is a skills-based training course that teaches about recovery and resiliency – the belief that individuals experiencing these challenges can and do get better. This program is designed for adults who want to learn how to help people who may be experiencing a mental health-related crisis or problem. NOTE: All worksites that participate in Mental Health First Aid training will also receive a quarterly newsletter with mental health resources and information.

Worksite Wellness Rooms/Spaces: Consultation and ideas for designing, outfitting, and promoting a wellness space where employees can go to reduce anxiety, take a wellness break, or meditate.

Mental Health Presentations and Webinars: Virtual or in-person presentations on topics that support mental well-being, such as gratitude or gardening, when available.

Behavioral Health Training: Access to programs offered by Texas Health Behavioral Health covering topics such as compassion fatigue and suicide prevention, when available.

COMMUNITY: Connecting and Empowering Employees through Volunteering



Volunteering is good for both employees and employers. Aside from just being a “good thing to do,” companies that provide volunteer opportunities for employees – especially as paid time off – can attract and retain top talent, boost productivity, instill a sense of purpose, and improve employee engagement. *Texas Health Community Hope Worksite Wellness Network members will have the opportunity to engage employees through volunteering in a variety of ways.

Texas Health Community Initiatives How-To Guides:

How-to guides that offer a roadmap for volunteering at local schools or organizations through Texas Health-supported programs, or on your own.

- School Recess Area “Refreshes”
- School and Community Learning Gardens
- Community Fresh Produce Pantries and Distribution
- School Literacy Bookfairs and Programs

Community Volunteer Events:

Additional volunteer opportunities through Texas Health relationships and programs, plus ideas for further supporting your volunteer and CTO (Community Time Off) programs.

*Sage Advice: Wisdom for Smarter Businesses





HOW TO BECOME A MEMBER

Of the Texas Health Community Hope Worksite Wellness Network



- 1** Fill out the Texas Health Community Hope Worksite Wellness Network questionnaire. <https://qrco.de/THCHWNN>
- 2** Indicate what wellness programs you currently offer or plan to offer employees from the list provided in the questionnaire.
- 3** Review the resources, activities, and best practices available through the Worksite Wellness Network and indicate which ones you are interested in participating in or implementing during the coming year.
- 4** We will contact you to confirm receipt of your questionnaire, answer any questions, and work with you to provide the resources and support for those best practices and your worksite's employee wellness needs.
- 5** You'll want to identify a Wellness Network champion and establish and maintain a wellness committee, if you haven't already, to support your worksite wellness actions.
- 6** You'll then implement or participate in a minimum of three Worksite Wellness Network best practices/activities by the end of your calendar or fiscal year. These can be multiple events within the same category, such as hosting multiple Mental Health First Aid sessions, attending additional webinars, or supporting volunteer efforts, or a combination with other options as long as it's three or more activities. You'll find the list of options within the questionnaire and can modify or augment your selections as needed.
- 7** At the end of the calendar year (or your fiscal year) and upon completion of your selected actions/activities, you'll complete a brief online survey documenting your worksite wellness outcomes.

For more information about the Texas Health Community Hope Worksite Wellness Network and its benefits, contact:

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