




Wellness Culture Coaching Toolkits



Wellness Leadership
Wellness Culture Coaching Toolkit





Peer Support
Wellness Culture Coaching Toolkit



Household Wellness
Wellness Culture Coaching Toolkit


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Wellness Leadership
Wellness Culture Coaching Toolkit

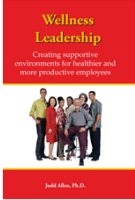
- Wellness Leadership Book and Movie
- Wellness Culture Survey
- Focus Interview
- Wellness Leadership Training




Who will lead?



Developing Leaders' Capacities To Foster Wellness Cultures




- Share the heart health vision
- Serve as role models
- Align cultural touch points
- Monitor progress and celebrate success



Sharing the Wellness Vision

How will we help employees to:


- Appreciate the importance of wellness?
- Become familiar with the overall direction and current focus of the wellness effort?
- Stay current on wellness program offerings and how to take advantage of these offerings?



Serving as Effective Role Models

How will we become more effective role models by:


- Participating in wellness programs?
- Showing how we have incorporated wellness into our own lifestyles?
- Reducing the impact of our own unhealthy behavior?



Aligning Cultural Touch Points

How will we align touch points with wellness?

1. Modeling
2. Rewards and Recognition
3. Push-back
4. Recruitment and Selection
5. First Impressions and Orientation
6. Learning and Training
7. Traditions and Symbols
8. Information and Communication
9. Relationship Development
10. Resource Commitment



Key Principles for Working with Cultural Touch Points


Managers use touch points to influence work practices. These same touch points are useful in making the healthy choice easier.

Get buy in before making change. It is best to consult those most affected by changes.


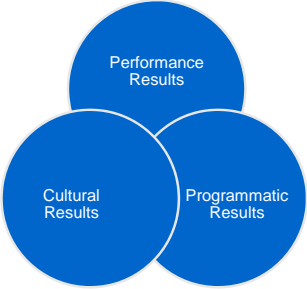
Touch points already function in a culture. The current system must be adjusted not replaced. This approach helps integrate wellness into the corporate culture.

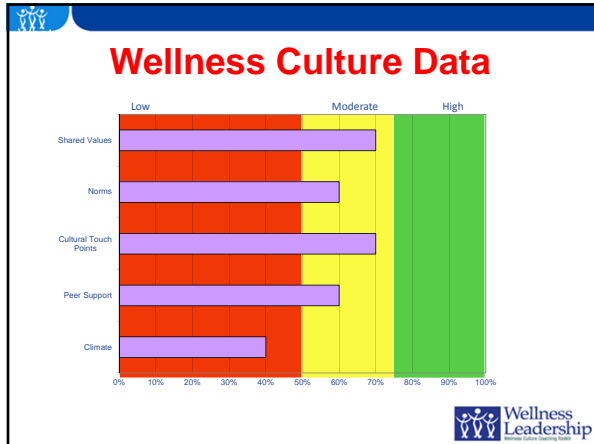
Build on existing strengths by seeing what is positively influencing behavior.

Address enough touch points to tip the balance towards safety and wellness. Using only one or two touch points often results in undesired consequences.



Maintaining a Wellness Dashboard





Guidelines for Celebrating Success



- Call attention to both intrinsic and extrinsic rewards
- Tailor individual recognition and maintain desired privacy
- Establish both individual and group level recognition systems
- Emphasize both human and economic/business outcomes
- Diversify rewards and make them meaningful

Wellness Leadership

Training Resources



- Classroom-style
- Webinar
- Online (asynchronous with coach as instructor)
- Book club
- Private consultation

Wellness Leadership



Peer Support
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- Team sports, group participation games and challenges
- Support groups
- Healthy Habits, Helpful Friends book and With a Little Help from My Friends Movie
- Wellness mentor, peer support and wellness buddy initiatives
- Open enrollment to family members, housemates and/or friends
- Educational content and self-help programs that recommend peer involvement

Wellness Culture Coaching



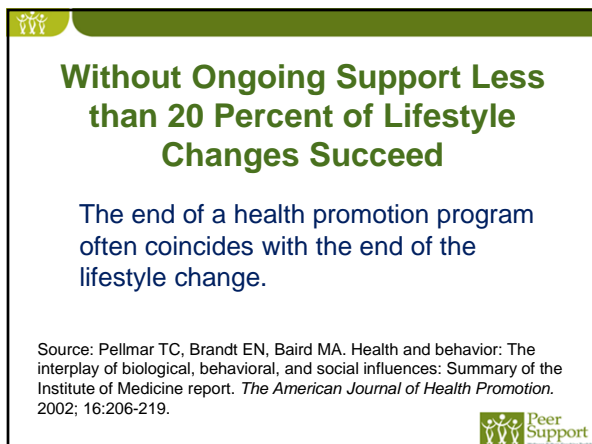
Peer Support for Wellness

Assistance offered by friends, housemates, family, and coworkers to achieve and maintain healthy lifestyles.



- Instrumental Support**
Such as covering work responsibilities, providing child care, and providing equipment.
- Emotional Support**
Such as words of encouragement, assurance and praise.

Peer Support



Without Ongoing Support Less than 20 Percent of Lifestyle Changes Succeed

The end of a health promotion program often coincides with the end of the lifestyle change.

Source: Pellmar TC, Brandt EN, Baird MA. Health and behavior: The interplay of biological, behavioral, and social influences: Summary of the Institute of Medicine report. *The American Journal of Health Promotion*. 2002; 16:206-219.

Peer Support

Broadening Participation

Peer support initiatives can...

- Increase the number and diversity of program champions
- Reach the hard to reach
- Give more people a helping role
- Reduce the need for professional wellness services

Peer Support

Peer Support Skills

Help with...

- Building Trust
- Explaining Peer Support
- Setting Lifestyle Goals
- Identifying Role Models
- Eliminating Barriers to Change
- Locating Supportive Environments
- Working Through Relapse
- Celebrating Success


Peer Support

Learning Objective #1

Establishing Trust and Openness


- Explaining confidentiality
- Becoming skilled at quickly sharing your story and getting to know others


Peer Support

 **Learning Objective #2**
Describe Wellness and Your Peer Support Role

Sharing a broad vision for healthy lifestyle goals


Differentiating between a peer support and a teacher, therapist or health expert




 **Learning Objective #3**
Goal Setting

Recognizing and working with the stages of lifestyle change


Setting priorities



 **Learning Objective #4**
Identifying Role Models

Determining ideal role model qualities

Seeking out effective role models



Learning Objective #5
Eliminating Barriers by Making the Healthy Choice the Easier Choice

What permission, if any, would be helpful?
What skills are needed?
What is most convenient time and place?
What would make this a quality experience?

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Learning Objective #6
Locating Supportive Environments

Physical Environment
Normative Environment
Social Climate

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Learning Objective #7
Working Through Relapse

- Recognizing high risk situations
- Preparing for possible relapse
- Reestablishing adult to adult communication
- Setting new goals


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 **Learning Objective #8**
Celebrating Success

Determining success markers


Recognizing intrinsic and extrinsic rewards

Determining the best ways to celebrate




 **Training Resources**


Wellness Mentor Resource Manual



- Classroom-style
- Webinar
- Online (asynchronous with coach as instructor)
- Book club
- Private consultation

Written by Judd Allen, Ph.D.





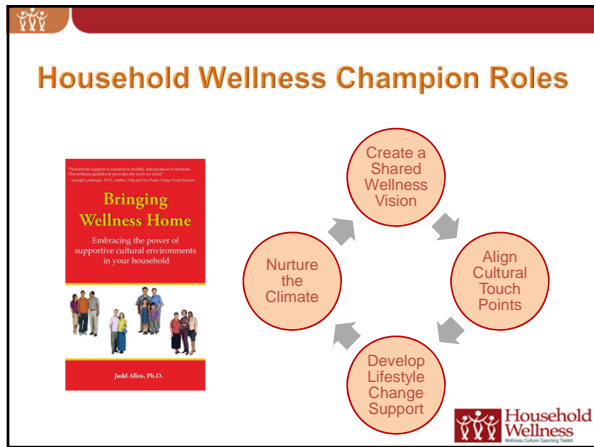
 **Household Wellness**
Wellness Culture Coaching Toolkit



- Bringing Wellness Home Training
- Kitchen Table Talks for Wellness Book
- Bringing Wellness Home Book








A Shared Vision for Household Wellness

Housemates...


- Find the wellness effort to be worthwhile.
- Feel that everyone's needs, values and ideas are incorporated into the effort.
- Can easily explain what their household wellness effort is about.
- See how their day-to-day activities can support household wellness.


Household Wellness

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 **Questions about Creating A Shared Wellness Vision**


1. What are housemates' wellness goals?
2. What are your household norm goals?
3. What is your household's wellness vision statement?




 **Aligning Cultural Touch Points**

Cultural touch points are the formal and informal mechanisms by which the household culture influences behavior and shapes cultural norms.


- Traditions and Symbols
- Modeling
- Rewards and Recognition
- Pushback
- First Impressions
- Learning
- Communication
- Relationship Development
- Resource Commitment




 **Questions about Aligning Cultural Touch Points**


What will be done to...


1. Get input from housemates on how best to change touch points?
2. Retain and strengthen positive social influences?
3. Align the touch points to better support housemates' personal wellness goals?
4. Align the touch points with norm goals?




 **Questions about Mobilizing Peer Support**


1. How can housemates help one another achieve wellness goals?
2. How might a buddy system, games or friendly competitions be used to achieve wellness goals?
3. How could housemates be encouraged to involve their friends, family and coworkers and wellness support groups in their lifestyle improvement efforts?




 **Questions for Fostering a Healthy Climate and Healthy Relationships**

1. What will we do to foster a sense of community?
2. What will we do to foster a shared vision?
3. What will we do to foster a positive outlook?
4. What will we do to enhance and maintain solid relationships?





 **Training Resources**

Bringing Wellness Home Training Guide




- Classroom-style
- Webinar
- Online (asynchronous with coach as instructor)
- Book club
- Private consultation


Written by Judd Allen, Ph.D.

Wellness Culture Coach Website



- ✓ Public coach listing
- ✓ Reference library of journal articles, research reports and promotional materials
- ✓ Coaching blogs and discussion groups
- ✓ Calendar of upcoming events and training



Thank You!!!! Together We Can Coach Our Clients to Create Supportive Cultures at Work, at Home and In the Community