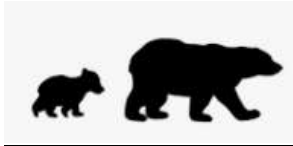


*a healthy way to live at home, work, and play.*

# The **BEAR** Worksite Wellness Audit

Benefits \* Education \* Alignment \* Relax



**Be an example to follow**

What three things do we all have in common that keeps us up at night? **Family, health, and money.**

Providing benefits, resources, and education, that addresses these concerns, contributes to a more attractive environment, which leads to happier, healthier, and more productive employees... **at home, work, and play.**

\_\_\_\_\_ **BENEFITS** *Benefits help reduce employee distraction and stress. Design your benefits to fit your budget & your employees' budget.*

- Do you offer benefits that address employees concerns?
  - Access to healthcare
  - Paycheck protection
  - Retirement
  - Minimize out pocket medical expenses.
  - Work – Life Balance

\_\_\_\_\_ **EDUCATION** *We get our energy from our purpose, that is fueled by good nutrition, being active and connected.*

- Do you create awareness to motivate and educate?
  - Bulletin board, email, text, or posters.
  - Sponsor lunch and learn topics that includes nutrition, exercise, and purpose.
  - Provide wellness newsletter or communications.
  - Other

\_\_\_\_\_ **ALIGNMENT** *Getting everyone on the same page helps creates the environment you want.*

- Are your policies and procedures aligned with creating awareness for a healthy workplace?
- Are your employees aware you care?
- Are employees encouraged to know their numbers?
  - BMI, Glucose, Cholesterol and Blood Pressure

\_\_\_\_\_ **RELAX** *Practice managing stress and improving sleep.*

- Do you educate, promote, and provide opportunities to take needed breaks at work?
- Promote and provide for a healthy work life balance?

[www.hwptoday.com](http://www.hwptoday.com)

*A healthy way to live at home, work, and play.*

*Get healthy today!*

# What keeps employers up at night?

Figure 7. Stress and sedentary lifestyles are the top workforce risk factors globally

Rank	Global	U.S.	Canada	Europe	Latin America	Asia Pacific
1	Stress 64%	Stress 75%	Stress 85%	Stress 74%	Stress 72%	Lack of physical activity 52%
2	Lack of physical activity 53%	Overweight/Obesity 70%	Lack of physical activity 46%	Lack of physical activity 45%	Lack of physical activity 58%	Stress 44%
3	Overweight/Obesity 45%	Lack of physical activity 61%	Unplanned absences 45%	Presenteeism 33%	Overweight/Obesity 47%	Overweight/Obesity 32%
4	Poor nutrition 31%	Poor nutrition 50%	Overweight/Obesity 43%	Overweight/Obesity 32%	Presenteeism 40%	Lack of sleep 30%
5	Lack of sleep 30%	Lack of sleep 31%	Poor nutrition 41%	Poor nutrition 31%	Poor nutrition 36%	Presenteeism 23%

Note: Percentages reflect "to a great extent" – a 5, 6 or 7 on a seven-point extent scale.

Towers Watson Survey – The Business Value of a Healthy Workforce 2017

## Global Drivers of Mortality Due to Unhealthy Lifestyle Behaviors

### 5 Lifestyle Behaviors

- Physical Inactivity
- Poor Nutrition
- Smoking
- Alcohol
- Medicine Non-adherence

### 5 Chronic Conditions

- Diabetes
- Heart Disease
- Lung Disease
- Cancer
- Mental Illness

75% of Deaths worldwide

Centers for Disease Control and Prevention has found that:

➤ 80% of Heart Disease and Type II Diabetes as well as

➤ 40% of Cancer are **Preventable**

If people just:

- ate healthier
- exercised more regularly
- did not use tobacco



## Allstate Benefits – Lunch & Learns

Allstate Health & Benefits has created a series of lunch and learns to inform the community of current issues that impact employers, their employees and their family.

**Employers are looking for ways to attract, hire and retain good employees.**

- *"Employees well being is predicated to have the greatest impact on the workplace of the future. \*Met Life 2021 Employee Benefits Trend Study*

**Topic: Employee Wellness made Simple, Affordable and Effective**

- Ideas and strategies to help create a culture that motivates employees to take control of their own wellness and improve employer productivity.

**Facilitated by Kent Howard, Field Benefits Leader Allstate Health & Benefits**

- Certified Worksite Wellness Specialist, credentialed by the National Wellness Institute
- Recognized as a Live HealthSmart Alabama Partner.
- Completed Harvard's After Hours Program **Improving Your Business Through a Culture of Health**

