Wellness Suggestions

Well-being is a state of feeling healthy and functioning well. We use the Eight Dimensions of Wellness from the Substance Abuse and Mental Health Services Administration as a foundation for understanding wellness and well-being in a comprehensive, holistic and interconnected manner. We advocate for core mental health resources for your employees if they do not currently have access, however, our vision of wellness is holistic. These eight dimensions include: environmental, emotional, financial, social, spiritual, occupational, physical, and intellectual well-being. This list is only the tip of the iceberg of what you can do surrounding wellness and is not meant to limit your ingenuity!

1. Compensation for a Wellness Coordinator
   1. Full-time or part-time position
      1. Example for part-time: 80% Registered Dietician/20% Wellness Coordinator
2. Monthly wellness lunch and learns
   1. In-person/Online or hybrid
      1. It is our understanding that paying for food during a working lunch is permissible, but may need authorization
3. Wellness/mental health educational trainings
4. Wellness conferences
5. Wellness retreats in-office/virtual
6. Creation of a wellness room and/or fitness room
7. Addition or expansion of an EAP program
8. Mental health counseling
9. Fitness/Nutrition challenges
10. At work in-person/virtual fitness classes
11. Smoking cessation classes
12. PTO – wellness leave
13. Purchase of office wellness products:
    1. Ergonomic chair
    2. Standing Desk
    3. Treadmill or bike desk, or floor pedal elliptical
    4. Blue light glasses
    5. Light therapy lamp
    6. Plant subscription
    7. Humidifier or dehumidifier
    8. Chair massager
    9. Air conditioner
    10. White noise machine