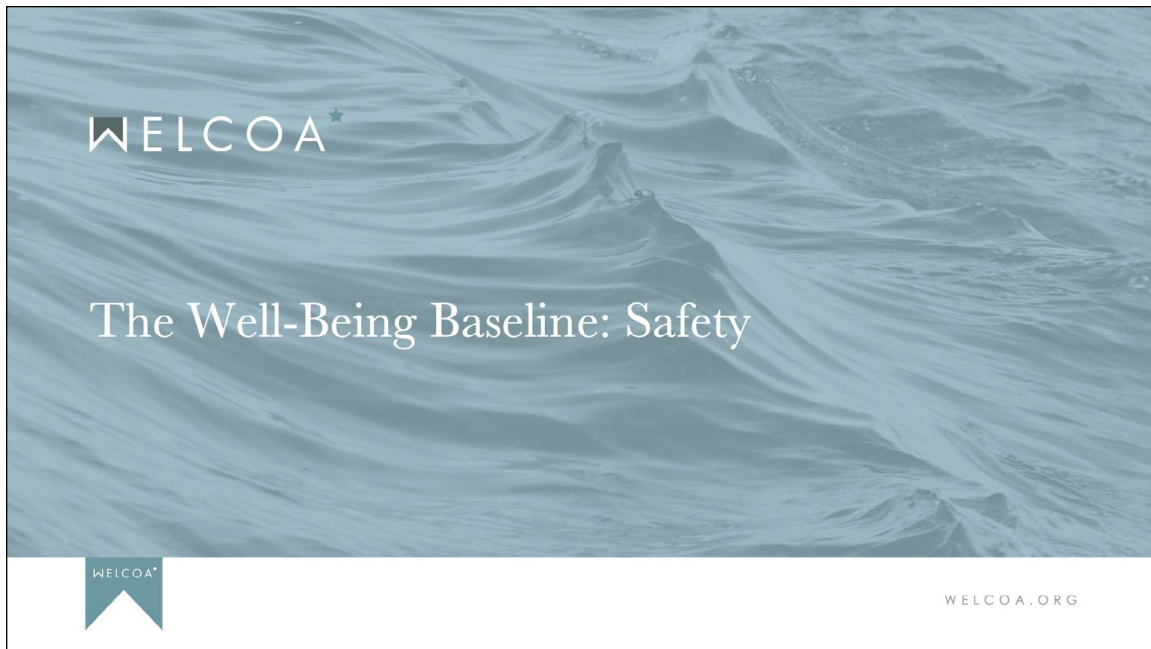


The Well-Being Baseline: Safety

Sara Martin, MS – CEO, WELCOA



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WELCOA Membership Provides Best Practices, Resources and Trainings



Dynamic self-serve workplace wellness resources (600+)



Assessment & curated reporting for workplace strategies



Customized trainings around timely topics such as mental health, diversity and inclusion and resilience



Toolkits geared towards timely topics



Connections to WELCOA's Premier Provider Network of top innovative companies in the industry



In-depth, internal trainings with your team



Live virtual events around trending topics



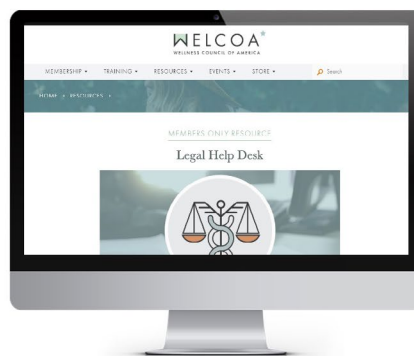
Insider access to top industry experts for Q&A



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New! WELCOA Legal Help Desk

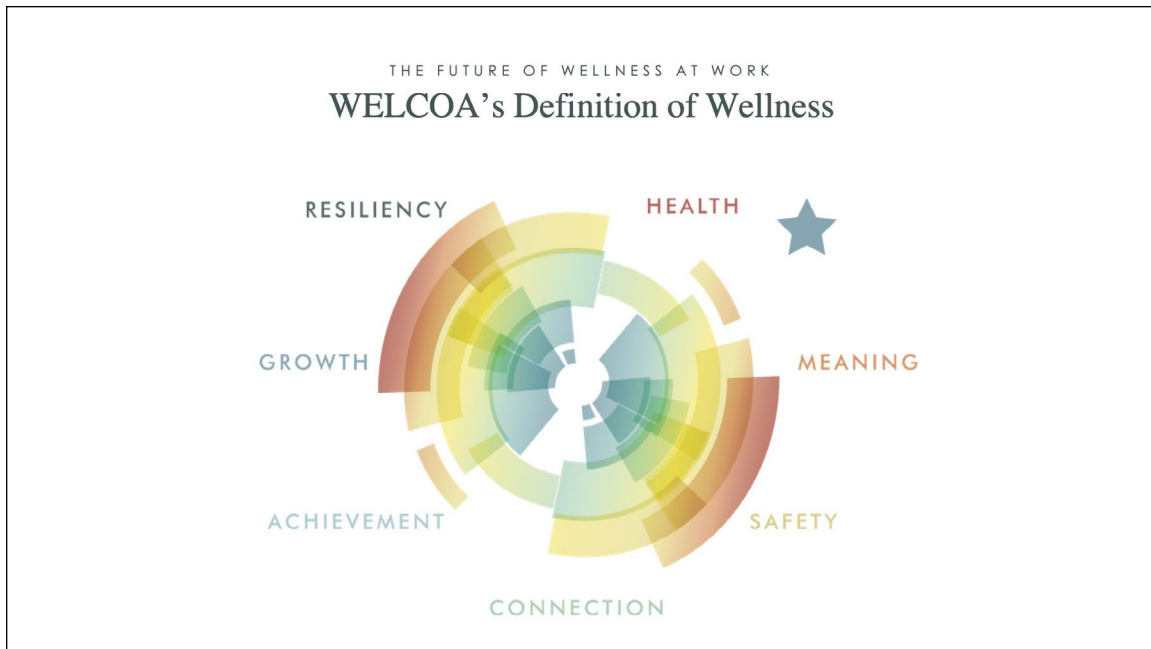


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SAFETY

Knowing that you are safe from physical and psychological harm at work. Feeling secure enough to take calculated risks and show vulnerability.

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SAFETY

Balancing the physical & psychological

- » Maintaining physical safety through new policies, protocols, and clear communication about expectations
- » Many tools available that allow employers to monitor employees' behavior during COVID-19
- » Surveillance diminishes trust and creates stress and health problems

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What Happens When Your Brain Can't "Find Safety"



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What Happens When Your Brain Can't "Find Safety"

Perceived Threat/
Uncertainty of Safety



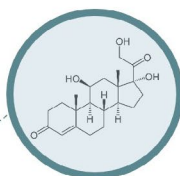
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What Happens When Your Brain Can't "Find Safety"

Perceived Threat/
Uncertainty of Safety

Jacks Up Cortisol



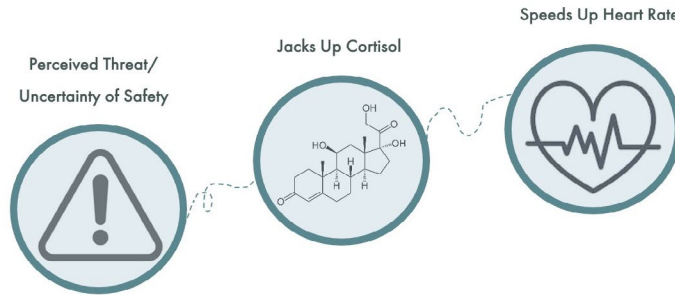
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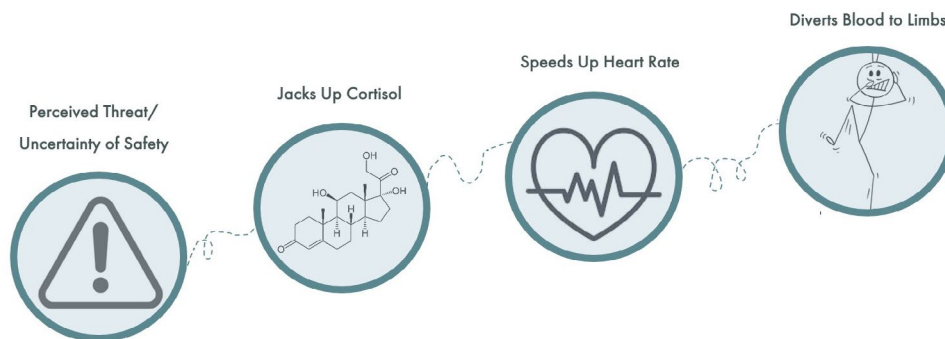
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“The brain’s goal is to keep you alive, not happy.”

Melanie Greeneberg, PhD, author of *The Stress-Proof Brain*



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What Have We Been Trying to Achieve?



CONTROL
HEALTH RISKS



MINIMIZE
COSTS



IMPROVE
HEALTH



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Prolonged Lack of Safety Impacts...



GASTROINTESTINAL HEALTH

- » Stress changes your gut bacteria which can impact anything from your immune system to your mood.



REPRODUCTIVE HEALTH

- » Excess cortisol levels affect normal biochemical functioning in males.
- » Stress is associated with menstrual cycle irregularity and pain, and can prevent pregnancy and healthy fetal and early childhood development



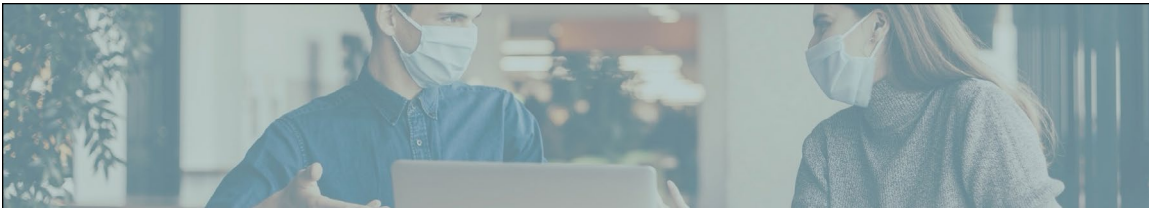
NEUROLOGICAL HEALTH

- » Experiencing stress response associated with lack of perceived safety causes wear and tear on the body much faster than the natural cycle of aging.
- » Constantly activating of the nervous system wears down most other bodily systems.



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What Your Prefrontal Cortex Needs for Safety

- » Social Support
- » Trust in society
- » Feeling of being in control
- » Access to nature

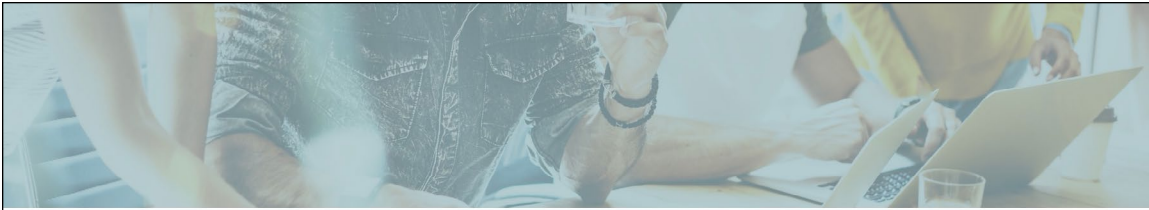


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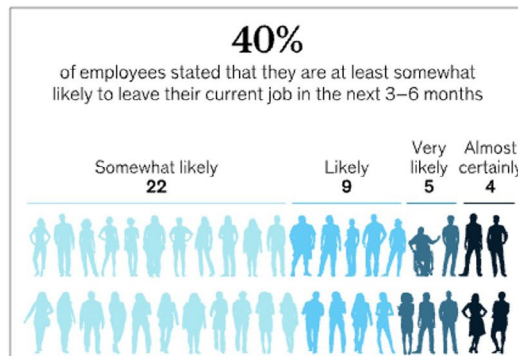
Now onto even **more pressing** and **timely issues** when it comes to safety...



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The “Great Attrition” is real.



Source: 2021, McKinsey. *Great Attrition* or *Great Attraction*? The choice is yours.

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Top Factors for Leaving?

54%

I don't feel valued by
my organization

52%

I don't feel valued by
my manager

51%

I don't feel a sense of
belonging at work

Source: 2021, McKinsey. 'Great Attrition' or 'Great Attraction'? The choice is yours.



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What Do Hybrid Workers Want Most?

35%

» **Flexibility & Safety:** Over one-third say they're more likely to look for a new job if they're forced to work in an office full-time.

34%

» **Communication & Transparency:** More than one-third of people did not agree that there was open and honest communication at their company.

68%

» **Support:** Just over two-thirds of people feel supported in their efforts to adapt to organizational changes, up from a 51% in 2021.



Source: Qualtrics 2022 Employee Experience Trends Report
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Your Employees' Health Concerns Are Changing. Are You?

29%

Won't always
take a sick day

61%

Of those who won't take a
sick day cite a heavy
workload as the reason

20%

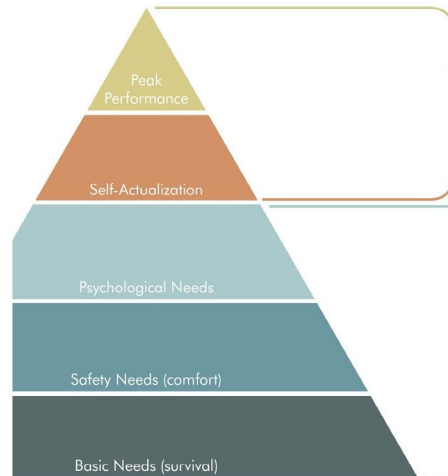
Often worry about work
problems

Source: Qualtrics 2022 Employee Experience Trends Report



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Low-fat, high fiber diet
7+ hours of sleep a night
Blood pressure under 140/90
Low cholesterol
Up-to-date preventative screenings
Regular check-ups
Exercise 30 minutes a day

Pandemic fatigue, physical safety
concerns, children returning to
school, loss of wage, COVID
exposure, caregiving,
and sleeplessness,
and unrelenting VUCA

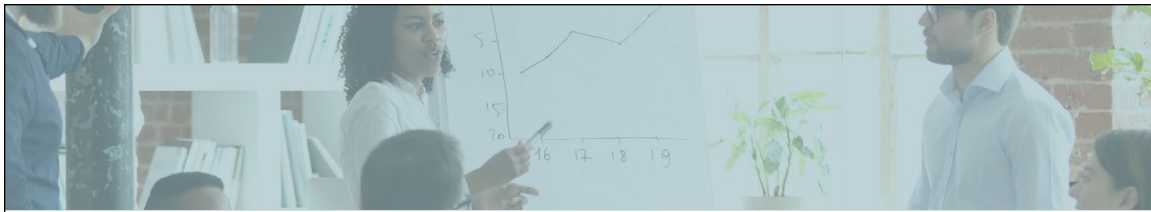


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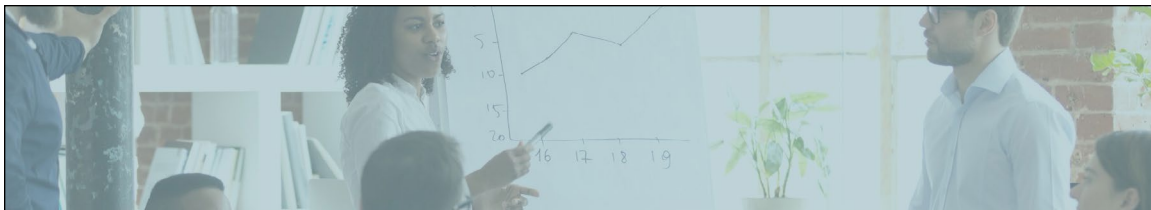


How you **measure** success **matters.**



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Compliance or **engagement?**

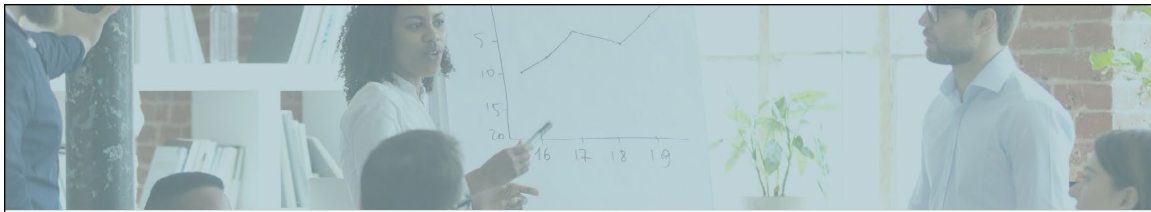


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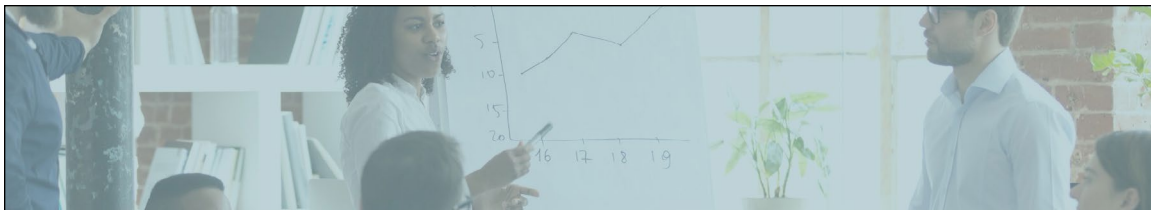


Health achievement or feeling cared for?



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Participation or trust in the organization?



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What It Looks Like to Focus on Trust & Safety

- » Communication & Transparency
 - A lack of communication leads to feelings of secrecy and mistrust
- » Feedback is Accepted
 - Without trust, employees don't feel safe to provide feedback or set boundaries
 - Feedback is required for progress
- » Inclusion, Equity & Belonging
 - Actions speak louder than words
 - Sustained and visible commitment to DEIB is essential
- » Modeling
 - Any behaviors/actions that are expected of employees must be modeled from the top first



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What Actions Matter?



Source: *Qualtrics 2022 Employee Experience Trends Report*



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What Do I Do Next?



1. Be Sure to Register:

Who Is Responsible for a Healthy Employee?

» Learning Objectives

- Recognize that you hold the power
- Become aware of the ways you might be contributing to harm or creating barriers
- Learn how to both implementing support and remove barriers
- How to gain leader support



PARTICIPATE LIVE: Wed., April 20 at 2:00 PM CT



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What Do I Do Next?

2. Take the Well Workplace Checklist

- » 150-item Organization-facing assessment
- » Measures extent to which an organization is following WELCOA's 7 Benchmarks
- » Dynamic reporting with recommendations/links to WELCOA Resources based on each organization's sub-scores.

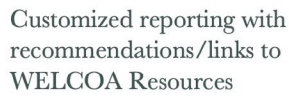


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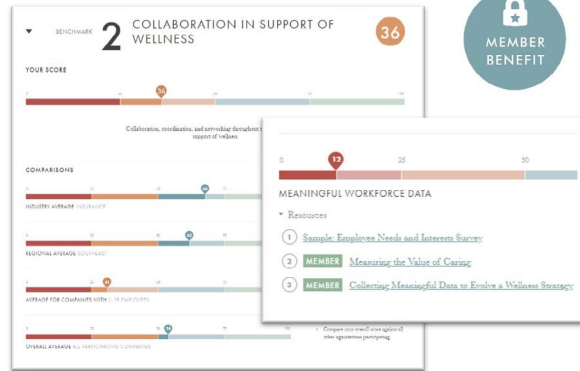
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What Do I Do Next?



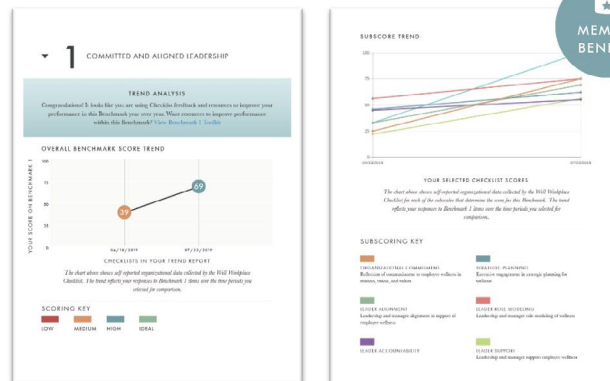
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What Do I Do Next?



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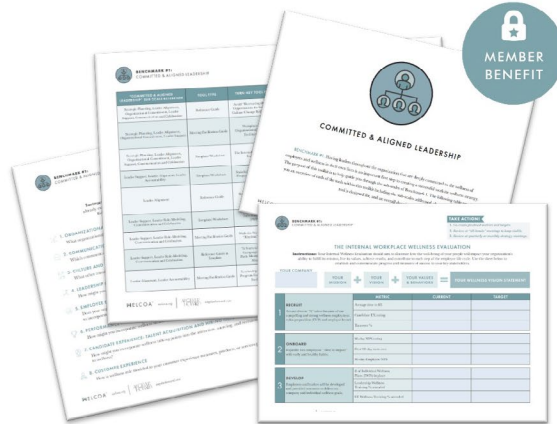
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What Do I Do Next?

3. Access the Leadership Toolkit

- Avoid “Recreating the Wheel”: Opportunities for Influence and Culture Change Reference Guide
- Workplace Wellness Organizational Identity Audit: Facilitation Guide
- The Internal Workplace Wellness Evaluation Plan



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