

# Discovering the Link Between Employee Motivation and Wellness Program Success

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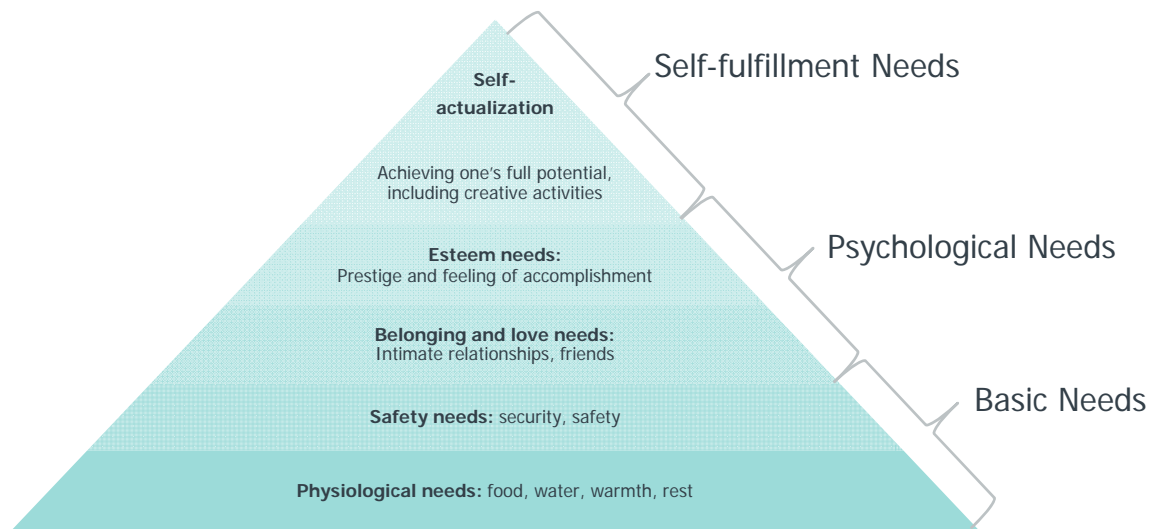
## Agenda

- Discover how intrinsic motivation impacts success
- Learn what motivates your employees to stay on the path to well-being
- Customize your employees' experience by adapting a turnkey solution

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# HOW

## Maslow's Hierarchy of Needs



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## Drive: Compelling, Sustaining, and Stopping Behavior

- **Extrinsic:** being driven to do something by pressure or tangible rewards; outside force
- **Intrinsic:** being driven to do something by internal desire
- **Research**
  - Behavior is creative; leads to better problem-solving
  - Synonymous with both physical and psychological health
  - When incentives are gone, behaviors rebound

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## Finding the Balance



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## How Do You Know?

Ask Employees	Demographics	Culture/Sub-culture
Focus Groups	Male/Female	Values
Surveys	Generational	Attitudes
	Location	Beliefs

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**I don't care what you know...  
until I know that you care**

## Case Studies



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## Hoosier Energy

- Mistrust and skepticism at inception
- Relied heavily on extrinsic motivation

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## Making Healthy Decisions Today For Your Family's Tomorrow

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- High-achieving workforce
- Competitive
- Martyrs to our work
- Community-oriented

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# Creating Exceptional Experiences

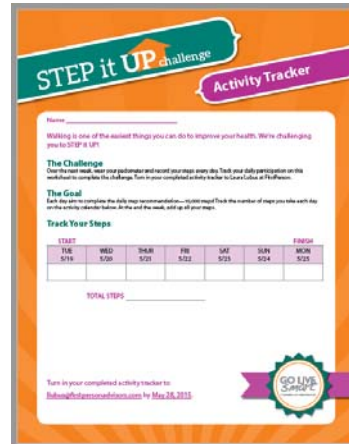
## Customization of Turnkey Solutions

- Physical Activity Challenge
- On-Site Screening
- Nutrition Challenge

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# Physical Activity Challenge

- Wellness Program refresh
- “Start small”
- True to culture
- Customizable



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# Physical Activity Challenge



## Stairway to Fitness: April 25 - June 17

Take part in this 8-week challenge to learn how you can incorporate more stairs into your day.

You will also learn about the many health benefits of regular stair climbing, which include increased aerobic capacity, improved bone strength, and decreased risk for cardiovascular disease and stroke.

To complete the Stairway to Fitness challenge, set weekly stair-climbing goals in order to “climb” to the top of one of the world’s greatest mountains: Mount Rainier, Mount Kilimanjaro, or Mount Everest.

Enter the number of flights you climbed into the tracker below and add the totals for each week at the end.

An activity tracker is on the back of this page. This challenge is worth 4 wellness credits.

**STEP 1: CHOOSE AN ACTIVITY LEVEL**  
 Low - Mount Rainier (100 flights)  
 Moderate - Mount Kilimanjaro (220 flights)  
 High - Mount Everest (300 flights)  
 Want to really step it up? Try climbing all three mountains during the 8-week challenge!

**STEP 2: SET A WEEKLY GOAL**  
 Suggested:  
 Low - 10-30 flights per week  
 Moderate - 20-60 flights per week  
 High - 30-50 flights per week  
 Tip: Set a goal that starts slow and gradually increases as the challenge progresses. Suggestions are based on climbing 2 days per week, but you may spread out your climbing whichever way works best for you.

**Note:** If you have a physician’s recommendation not to climb stairs, you may track your steps with a pedometer or activity tracker (Fitbit, Jawbone, etc.).  
 Low - 4,000 steps/day  
 Moderate - 6,000 steps/day  
 High - 10,000 steps/day

**STEP 3: RECORD THE NUMBER OF FLIGHTS YOU CLIMB EACH DAY**  
 (One = 1 flight = approximately 11 stairs)

**STEP 4: COUNT UP THE TOTAL NUMBER OF FLIGHTS CLIMBED DURING THE CHALLENGE.**  
**STEP 5: VISIT THE WELLNESS PORTAL TO LOG YOUR CREDITS FOR COMPLETING THIS CHALLENGE.**  
 For questions, contact Megan in Email at wellness@fhp.com or 253.2476.2021 ext. 2388 or 2377



Challenge	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Weekly Goal	>30 Flights							
Sunday								
Monday	6 Flights							
Tuesday	7 Flights							
Wednesday	7 Flights							
Thursday	8 Flights							
Friday	8 Flights							
Saturday								
Sunday	22 Flights							
Total for all weeks								

When you have filled out your activity tracker above, visit the Wellness Portal to log your credits for completing the challenge.



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# Nutritional Challenge

- Wellness Program evolution
- Support provided throughout Challenge
- Customizable



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# Nutrition Challenge

**2017 DITCH YOUR DIET CHALLENGE**

**Ditch Your Diet: August 1 - August 31**

How many times have we heard "you are what you eat"? The foods we choose to nourish our bodies are paramount to not only how we feel, but how we function. Studies tell us that the majority of diets fail, so let's stop dieting! Instead of being on a "diet," let's consider making small changes to how we eat, while practicing moderation, without depriving ourselves.

As we learned in "The Changing World of Diets: Simplified" education sessions, we have a tendency to make our diets more complicated than necessary. When popular diets are broken down into pieces, several of the key concepts are the same. As such, instead of adopting the latest diet craze, let's take these key concepts, and practice healthy eating for life - which looks a little different for each person!

This 4 week challenge will focus on takeaways from the aforementioned presentations. Each week, we will focus on a specific action step, and practice implementing this into our own lives.

**WEEK 1:**  
Get a start with a concept that's a little harder to put into practice - making it happen! Our goal this week is to identify at least one key difference between the two. A good rule of thumb is to aim for a 10% change in your diet. Record your daily water intake here.

MON	TUE	WED	THU	FR	SAT	SUN

**ACTIVITY TRACKER 2017**

**WEEK 2:**  
Our focus this week is on ingredients. Do your best to include foods in your diet with the most ingredients on the food label. To make this a bit further, try to include both protein and produce at each meal. Record your daily water intake here.

MON	TUE	WED	THU	FR	SAT	SUN

**WEEK 3:**  
Planning and preparation are this week's hurdle, and it can feel overwhelming at first. Seek to create a plan for all meals, not just dinners. Also, try to include about 10 minutes of exercise ahead of time. Your ultimate goal and your challenge is to progress to at least 30 minutes.

MEALS	MON	TUE	WED	THU	FR	SAT	SUN
BRUNCH							
LUNCH							
DINNER							
SNACK							

**WEEK 4:**  
There's a lot to think about, especially if you have a sweet tooth! Our goal for the final week is to avoid added sugar. Try not to have any, and if you do, notice a difference in how you feel at the end of each day. For each day you complete from the sweet stuff, give yourself a star on this tracker.

MON	TUE	WED	THU	FR	SAT	SUN	TOTAL

When you've filled the activity tracker above, call the Wellness Portal to log your results for completing the challenge.

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# On-Site Health Screening

## Biometric Screenings

FirstPerson will once again be offering FREE and confidential on-site biometric screenings and flu shots. Screenings and flu shots will take place on **September 20 and October 11** from 7:00 am - 12:00 pm (you only need to participate in one screening).

Biometrics tested will include: cholesterol, body composition, blood glucose, and blood pressure. Based on biometric outcomes you achieve during the screenings, you have the chance to earn up to **\$250 in HSA money!** More details on how to sign up for your screening appointment will be coming soon!

[Click here for a refresher of our biometric criteria.](#)

**HEALTH SCREENINGS 2017**

**EARN A \$100 GIFT CARD!**

<b>STEP 1</b> Complete the on-site health screening	<b>BLOOMINGTON</b> January 19 & 26
<b>STEP 2</b> Complete the online Personal Health Assessment (PHA)	<b>MEROM</b> January 17, 18, 25
<b>STEP 3</b> View the PHA Education Tutorial	<b>NAPOLEON</b> January 23
<b>STEP 4</b> Pick up your \$100 gift card!	<b>OWEN COUNTY</b> January 16
	<b>PETERSBURG</b> January 24

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# Gratitude Challenge



## 30 Day Gratitude Challenge

Every day for 30 days celebrate what you're grateful for corresponding to the theme of the day! Snap a photo, tweet or update your status about your gratitude. Share your thankfulness on Instagram, Twitter, and Facebook at #wethankful

- |                               |                                       |
|-------------------------------|---------------------------------------|
| 01. Home                      | 16. Something that makes me relax     |
| 02. Nature                    | 17. Something that makes me smile     |
| 03. Something I see every day | 18. Something that fills me with hope |
| 04. Something I do every day  | 19. Something that fills me with love |
| 05. Transportation            | 20. Something I accomplished today    |
| 06. Hobbies                   | 21. Passion                           |
| 07. Work                      | 22. Purpose                           |
| 08. Family/Friends            | 23. Peace                             |
| 09. Technology                | 24. Intention                         |
| 10. Quiet                     | 25. Movement                          |
| 11. Noise                     | 26. Stillness                         |
| 12. Texture                   | 27. Kindness                          |
| 13. Smells                    | 28. Letting go                        |
| 14. Color                     | 29. Self-care                         |
| 15. Music                     | 30. Myself                            |

#wethankful  
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What Do You Think?

Questions?

# Thank You!



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