



## January 2019: Clean Sweep

Wellness programs aren't one size fits all. Offering a variety of initiatives provides staff with an opportunity to participate in what interests them, such as web-based mindfulness programs, providing areas for body breaks, or quiet rooms in the workplace. Positive reinforcement helps turn short-term habits into more permanent ones with a lasting effect. It's important to get started, and once engaged in these healthy behaviors employees start to feel better, have more energy and sleep better.

A few small behaviors can make a real difference in a person's ability to get back on track. **Here are few ways to encourage employees to make a clean sweep:**

### Practice True Mindfulness: Mental Health Matters



Most people in a state of stress will say they're aware of what's going on around them but they may be only focusing on problems, challenges, and other negative forces.

Encourage employees to acknowledge the positive factors in their situations as well, and more often than not, they'll find balance. **A practice that will benefit everyone, mindfulness is an area where employers can launch programs, some of which at no expense to the company.**

Looking to start anew in 2019? Employers can introduce the concept and practice of mindfulness through workplace initiatives.

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### Get Enough Sleep



An oft-cited study found that a person who is awake for 19 or 20 hours (i.e. someone who sleeps 4 to 5 hours a night) performs tasks like someone who is legally drunk. Another study found that if you sleep 6 hours a night for 10 days, you will be as impaired in performance by day 11 as someone who pulled an all-nighter.

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### Movement



Encouraging movement is a particularly easy way for employers to **offer support in the workplace** through group or individual challenges, as well as incentives and recognition programs.

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# Here's What We Do at Wiegiers Financial & Benefits!

## Our Employees' Top 10 Wellness Initiatives

1. **FRIYAY**- staff post weekly positive and encouraging messages on our internal site
2. **EFAP**-provide weekly wellness tips to our staff
3. **Employee Yoga classes** -taught in our office 
4. **We have a Meditation room** –team members are encouraged to take a 10 minute mental wellness break each day (cool!)
5. **Healthy snack options**-we installed a Healthy Snack Vending Machine in our lunch room
6. **Staff social events**-Game nights, BBQs, team building
7. **Walking Club**-every lunch hour
8. **Daily Body Breaks** 5 minute stretching twice a day 
9. **Interactive positivity board and posters** are placed around the office
10. **Encouragement cards**-staff write positive messages to other staff



### Wiegiers Wellness Partners Program

Wiegiers Financial & Benefits believes strongly in workplace wellness. Not only is it good to help employees stay on the path to wellness but it also makes good business sense. Healthy employees are generally more productive and they utilize their group benefits plan less which helps with keeping group insurance premiums relatively low.

**Wiegiers Financial & Benefits teamed up with several local businesses to offer our clients' employees discounted rates on particular goods and/or services.**

Please visit us online at <https://www.wiegiers.ca/benefits/wellness-partners/> for more information.



\* Telephone and/or online ordering available.

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