



## JANUARY 2019: CLEAN SWEEP



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

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 take care of themselves:

### **Practice True Mindfulness**

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.

### **Get Enough Sleep**

Those who truly believe they don't require at least seven hours of quality sleep per night in order to function at the best of their ability are kidding themselves. Unfortunately, employees aren't the only ones affected by that disillusion. It's likely that co-workers, human resources staff, family members and friends all notice the times their poorly rested brains and bodies fail to perform.

### **Movement**

Whether through exercise or practical tasks, movement creates an ideal environment for the brain and body to flourish. Physical exertion reduces stress and can combat the chemical reactions to depression in the body. Movement throughout the day keeps the body feeling engaged through improved circulation and muscle responses.

Those who can dedicate time to movement of some kind can also use it to sort through stressors. While they're exerting effort in one area, another system can move to the forefront and provide clarity to a situation once clouded by emotion. If they can't dedicate additional time to movement, they can try incorporating it throughout daily tasks to achieve the same results without adding further strain to work-life balance.

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.

**Wiegiers Financial & Benefits' Top 10 Employee Wellness Initiatives:  
Positive Mindfulness Program Initiatives**



1. FRIYAY- our staff post weekly positive and encouraging messages on an internal site
2. EFAP: weekly wellness tips are provided to our staff
3. Yoga classes in the office
4. Meditation room (staff are encouraged to take a 10 minute mental wellness break each day)
5. Healthy snack options: we installed a Healthy Snack Vending Machine in our lunch room
6. Social nights; we encourage our staff to play games and interact
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 members

Wiegiers Financial & Benefits believes strongly in workplace wellness. Not only is it inherently good to help employees find (and stay on) the path to wellness but it also makes good business sense. Healthy employees are generally more productive than their less healthy colleagues *and* they utilize their group benefits plan less which helps with keeping group insurance premiums relatively low. With this in mind, Wiegiers Financial & Benefits teamed up with several local businesses in the wellness industry to offer our clients' employees discounted rates on particular goods and/or services. The **Wiegiers Wellness Partners** program is a win-win-win solution for employees, employers and Wiegiers alike. **Please visit us online at <https://www.wiegiers.ca/benefits/wellness-partners/> for information about available discounts through the following Wiegiers Wellness Partners:**



\* Telephone and/or online ordering available.

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