

In Sync & Inspired: Cultivating Community in the Workplace through Wellness

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Agenda

- Statistics Demonstrating Impact of Culture Building in the Workplace
- Perceived Workplace Dynamics
- Strategies to Improve your Employees' Health and Well-Being
- How to Build a Sense of Community in the Workplace
- Resources

Statistics Demonstrating Impact of Culture Building in the Workplace



35%

Improves teamwork and boosts performance.



41%

Leads to increased level of innovation and creativity.



49%

Leads to socializing and getting to know each other better.



51%

Improves engagement and morale.

“

The greatness of a community
is most accurately measured
by the compassionate actions
of its members.

- Coretta Scott King

”

The Workplace



The REAL Workplace



FATALITY



The IDEAL Workplace



Strategies to Improve Your Employee's Health and Well-Being



Control

Give workers more control over how they do their work.

Flexibility

Allow employees more flexibility about when and where they work.

Stability

Increase the stability of worker's schedules.

Opportunities

Provide employees with opportunities to identify and solve workplace problems.

Adequately Staffed

Deploy strategic networks with compelling business needs.

Encourage Managers

Encourage managers in your organization to support employee's personal needs.

Social Belonging

Take steps to foster a sense of social belonging among employees.



How to Build a Sense of Community in the Workplace



Optimize your communications

- Optimizing internal communications can help employees feel a greater sense of connection to an organization.

Customize training processes to employee needs

- When establishing training processes and inviting employees to participate, consider customizing these programs to their personal goals to demonstrate an investment in their career success.

Define organizational values as a collective

- Consider inviting employees to engage in defining additional principles.

Foster connections between employees

- Consider providing platforms for employees to share stories about their lives, personal successes and unique interests over which they can bond with others.

Organize full-team events

- Consider hosting events like lunches, games, competitions or talks to encourage organization-wide engagement.

Maintain accountability at all levels

- Maintaining accountability at all levels can help employees invest more in a workplace community.

Promote a healthy work-life balance

- When managers value employee contributions, afford them flexibility in their roles and provide them with opportunities to practice self-care, they may be able to achieve a healthier work-life balance.



Resources

Strategies for Cultivating a Happy Workplace

<https://www.indeed.com/career-advice/career-development/happy-workplace>

Ways to Help and Support Colleagues at Work

<https://www.indeed.com/career-advice/career-development/helping-and-supporting-others-at-work>

Team-Building Activities Your Employees Will Enjoy

<https://www.indeed.com/career-advice/career-development/team-building-games-your-employees-will-enjoy>

Examples of How to Increase Productivity in the Workplace

<https://www.indeed.com/career-advice/career-development/productivity>

Tips to Help Balance Your Work and Family Life

<https://www.indeed.com/career-advice/career-development/balance-work-and-family>



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Sometimes we get so caught up in our daily lives that we forget to take the time out to enjoy the beauty in life. It's like we're zombies. Look up and take your headphones out. Say 'Hi' to someone you see and maybe give a hug to someone who looks like they're hurting.

- Keanu Reeves

Thank you!

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