



BREAK-OUT SESSION ASSIGNMENT

As an opportunity for you to begin planning for the upcoming wellness plan year, we have developed an assignment to allow you to use the tools that we discussed this morning to prepare a sample program. Consider what tools you would utilize to achieve the 4 points necessary on the Wellness Program Discount Application. We encourage you to develop a “4 Point NDPERS Wellness Program” as defined below. We hope that you are able to learn from others in your group about what they have utilized and what has worked for them.

Include information relating to how you would promote the various activities, including kick-off events to generate awareness and excitement, getting upper management involvement and support, tracking, follow-up surveys, etc.

Following the afternoon break, a designee from each group will provide a brief 5-10 minute overview of the program that your group developed. Include the following information in your brief overview:

- √ why you selected the tools you did
- √ how you would promote the activity to gain employee commitment and motivation to participate
- √ how you would get upper management support
- √ how you would track participation and activity
- √ would you include a follow-up survey
- √ did you consider requesting assistance through the Wellness Benefit Funding Program

DEFINITION OF A 4 POINT NDPERS WELLNESS PROGRAM

A 4 point NDPERS wellness program requires that wellness be a part of the organization’s culture. A wellness committee should be formed and be representative of a mix of management and employees. This committee should develop a mission and goals for the organization related to wellness that is incorporated into the organization’s overall formal goals and objectives. Through these goals and objectives, specific initiatives to accomplish these goals should be determined. These initiatives should include:

- ❖ Wellness related activities conducted at least monthly throughout the wellness plan year.
- ❖ Awareness meetings, displays in common staff area or some other form of “kick-off” notification to inform employees and get their involvement
- ❖ Educational material distributions in various formats (i.e. posters, emails, flyers, newsletter articles, etc) throughout the promotion
- ❖ Follow-up at the end of the promotion (i.e. survey, meeting, etc).

In addition, dependent upon the type of initiative being promoted, staff should be asked to track their progress over a pre-determined period of time (i.e. 4 week walking challenges, 4 week fruit & vegetable challenge) if applicable.



WELLNESS TOOLS

BCBS WELLNESS INITIATIVES

- Member Education Programs:
 - Take Care of Yourself (1 point or 2 points with tracking)
 - Walking Works (2 points with tracking)
 - Strength Training (2 points with tracking)
 - Beat the Bug (1 point or 2 points with flu shot promotion)
 - Stress Management (1 point or 2 points with follow-up)
 - Summer Safety (1 point or 2 points with follow-up)
- MyHealth Center Online Tool (1 point)
- Health Club Credit (1 point)



GO RED/AHA INITIATIVES

- Wear Red Day (2 points)
- Start! (2 points)
- Choose to Move (2 points)
- Know Your Numbers (2 points)
- Heart Disease # 1 Killer (2 points)
- High Blood Pressure (2 points)
- Cholesterol Low-Down (2 points)

FRUITS & VEGGIES MORE MATTERS (2 points)

A YEAR OF FRUITS & VEGGIES (2 points)

DIABETES MANAGEMENT PROGRAM (1 point for promotion)

NDPERS TOBACCO CESSATION PROGRAM (1 point for promotion)

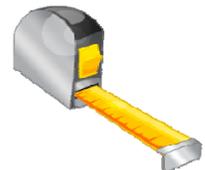
PFIZER

- Eating & Exercising (2 points)
- Smoking Cessation (2 points)

NDSU EXTENSION SERVICE PROGRAMS (1 point or 2 points with tracking)

EAP WELLNESS (1 point or 2 points with tracking):

- MedCenter One:
 - Online Health Risk Assessment (HRA)
 - Screenings for total cholesterol, full lipid cholesterol, glucose, PSA, blood pressure
 - Fitness Testing – onsite for groups
 - ✓ Body composition analysis
 - ✓ Grip strength
 - ✓ Flexibility screening
 - ✓ Cardiovascular screening
 - Worksite wellness consultant
 - Health communications
 - Health coaching
 - Health & wellness displays



- Health & wellness presentations
- On-site immunizations
- Health Wellness Online at www.medcenterone.com
- St. Alexius:
 - Online Mental Health Screenings
 - Wellness Publications
 - EAP Website
 - Wellness Theme Presentaitons:
 - ✓ Enhancing Excellence in the North Dakota Workplace
 - ✓ Creating a Positive Work Environment
 - ✓ Stress Management
 - ✓ Dealing with Depression
 - ✓ Developing Positive Self-esteem
 - ✓ Dealing with Conflict
 - ✓ Enhancing Your Morale
 - ✓ 20 ways to Manage Frustration
 - ✓ The Pressure Cooker Syndrome
 - ✓ Managing and Responding to Anger
 - ✓ Achieve Your Personal Balance
 - ✓ Managing Stress & the Holidays
 - ✓ Sign & Symptoms of Job Stress
 - ✓ Shift Work Stress Management
 - ✓ Keys to Change in the Workplace
 - ✓ Substance Abuse Awareness
 - ✓ Addiction & the Family
 - ✓ Parenting & Family Relationships
 - ✓ Healthy Marital Relationships
 - ✓ Managing Financial Resources
 - ✓ Improving Relationships
 - ✓ Dealing with Workplace Crisis
 - ✓ Responding to Grief & Death in the Workplace
 - ✓ Dealing with Grief & Loss
 - ✓ Battling Workplace Violence
 - ✓ Critical Incident Stress Debriefing
 - ✓ Managing Negativity
 - ✓ Relaxation: Care for the Caregiver
 - ✓ Team Building
 - ✓ Empty Nesting & Boomerang Kids



- Deer Oaks:
 - Seminar Topics Include:
 - ✓ Organization Skills
 - ✓ Simplify Your Life
 - ✓ When Should I Get Help? When to Call the EAP
 - ✓ Dealing with Difficult People
 - ✓ Dealing with Change
 - ✓ Reducing Job Stress
 - ✓ How to Deal with the Holiday Blues
 - ✓ Impulsivity and Violence - Recognizing the Silent Dangers
 - ✓ Coping with Obstacles and Failure
 - ✓ Assertiveness Training



- √ “Ask A Physician” - On-site seminar with a Medical Doctor
- √ Exercise and Nutrition to Reduce Stress
- √ Smoking Cessation
- √ Addictive Behaviors - exercise/dieting, gambling, workaholics
- √ Signs of an Eating Disorder
- √ Signs of an Alcohol or Drug problem
- √ Healthy Communication Patterns
- √ Solving Interpersonal Conflicts on the Job
- √ Anger Management
- √ Stress Management
- √ Time Management
- √ Disease Management
- √ Financial Stress and Behavioral Solutions
- Additional Programs:
 - √ Matter of the Heart
 - √ Breathe LIFE – Smoking Cessation Program
 - √ Think Light Eat Right
 - √ 24 Hour Nurseline
 - √ Enhanced WorkLife Website
 - √ Health Fair Attendance
 - √ Health Risk Assessments
 - √ Health & Wellness Articles, Tools & Tips
 - √ Monthly E-Newsletter on Health Topics
- The Village:
 - **Wellness Trainings**
 - √ Life/Work Balance
 - √ Coping With Change
 - √ Managing Stress
 - √ Conflict Resolution
 - √ Building a Positive Attitude
 - √ The Juggling Professional – Creating a Balance of Work/Home Life
 - √ Shape Shifters – Professionals Coping with Constant Change
 - √ Planning and Navigating Change in Teams and throughout the Organization
 - √ Beat the Clock – Enhancement of Time and Stress Management Skills
 - √ Preparing for Retirement – Mentally, Physically, and Emotionally
 - √ Money Sense – Financial Preparedness
 - √ Don’t Worry, Be Happy – Building a Positive Attitude at Work
 - √ Overcoming Negative Attitudes and Behaviors in the Workplace
 - √ He Said, She Said – Improving Cross Gender Communications
 - √ Want More Happy Holidays? – Ways to Manage Holiday Stress
 - **Health and Productivity Services Program (HPSP)**
 - √ Health and Productivity Services Consultation
 - √ Health Risk Assessment (HRA)
 - √ Personal Counseling Services
 - **Crisis Management Services**
 - √ CISM – Responding to critical incidents at work through stages of grief
 - √ Drinker’s check-up - Addressing Alcoholism



