HEALTHY COUNTY BOOT CAMP

Feb. 12-14, 2020 • Renaissance Austin Hotel

Blueprint for SUCCESS
What do Employees Want Anyway?

Presented By: Shameria Davis, Wellness Consultant
OBJECTIVES

I. Employee Motivation: Are your employees motivated or not?

II. Employee Motivation: What helps when they're not motivated?

III. Employee Motivation: How much can management and economic incentives help?

“To be inspired is great, to inspire is incredible.”
Unknown

Blueprint for SUCCESS
I. Are your employees motivated or not?
Evaluating Employee Motivation

Did your county receive Employer Rewards (Fully Pooled only)?

✓ Where did you fall on the spectrum?

Has your county had one or more lunch and learns each year?

How many opportunities? How many attendees?

Does your county have a Wellness Committee?

Employees need representation to feel included.
Evaluating Employee Motivation Cont’d.

Do your employees know who to contact?

*Is there a bulletin board or postings in the break areas?*

Does your county promote Healthy County at holiday events and celebrations (or sponsor them)?

*Employer Rewards can be very useful!*

Have you surveyed county employees about what they want?

*Employees need inclusion to get engaged.*
1. Does your county have an available wellness sponsor and wellness coordinator designated?
   - Do you have help so that you don’t get overwhelmed?
   - Remember a county can have more than one.

2. Does your county have a Wellness Committee?
   - If not, would you consider a starting point to forming one this year?
   - Do you have motivated employees to lean on?
Certain **questions** include (*but are not limited to*):

- “What if people don’t like what we’re offering?”
- “What if people judge me for what I do?”
  
  *I’m a reflection of this program*
- “What if someone does this thing better than I can?”
  
  *the biggest of them all*
- “What if I fail?”
Common Reasons for Lack of Motivation

- Taking on more than you can handle...
- Independence and reluctance to ask for help...
- Belief that the desired outcome will not be achieved...

- Perceived lack of time to get or stay engaged...
- Health disparities...
- Humans are designed for “service”...
- Helplessness...
- Lack of resources...
Employee Motivation:

I. Employee Motivation: Are your employees motivated or not?

II. What helps when they're not motivated?

Don’t be intimidated by what you don’t know.

-Sara Blakely, @eWomenNetwork
What is Public Health?

Public Health

Prevention

Protection

Promotion

County Wellness
Top 5 Reasons for the lack of nursing students’ motivation to learn public health:

1. Difficulties acquiring knowledge of public health.
2. Inappropriate attitudes of public health teachers.
3. Thinking lightly about the national examination in the field of public health.
4. Lack of understanding the importance of learning public health.
5. Future plans that do not specialize in public health.

Five Reasons for the Lack of Nursing Students’ Motivation to Learn Public Health (2013) Tohoku University Medical Press
Nursing Student Application to County Employees

1. What does wellness have to do with “my” job in the county?

2. Why is my wellness coordinator bothering me about contests? 😊

3. I don’t understand why the county even wants us to participate?

4. Lack of understanding the importance of wellness and the correlation to the health plan the county has...

5. Current or future plans that have nothing to do with county wellness or health. (i.e. deadlines, family priorities, et cetera)
Perhaps Figuring Out What Matters Most Matters Most
Employee Motivation:

I. Employee Motivation: Are your employees motivated or not?

II. What helps when they're not motivated?

III. How much can management and economic incentives help?
Treat employees like they make a difference and they will.

- Jim Goodnight, CEO, SAS

“When “I” is replaced with “we” even illness becomes wellness.”

-Malcom X
I. **Set Goals** for the plan year. Use the **evaluation toolkit** handout for assistance in setting goals.

II. **Form (or engage) your wellness committee** to lighten the load. Wellness committees do not have a magic number so they work for counties of all sizes. Survey wellness interests of employees.

III. **Use Employer Rewards** and **Healthy County Incentives** to your advantage.
“What else can I do in my County?”

Host a fun kick-off meeting and jump start a fitness challenge!

Camaraderie
(noun) the quality of affording easy familiarity and sociability
Meeting Planning

• How long should it be?
• When should it be scheduled?
• Where should it be held?
• Are printed documents needed?
• Do computers or projectors need to be set up?
• Should healthy treats be available?
**Evaluation Toolkit: How-to-Guide**

**Evaluation Toolkit**

Wellness Sponsor: ______________________
Wellness Coordinator(s): ______________________
Wellness Committee Members: ______________________

Plan Year: (Beginning year) to (Ending year)

<table>
<thead>
<tr>
<th>Measures of Effectiveness (in the last plan year)</th>
<th>Yes</th>
<th>No</th>
<th>Quantity</th>
<th>Year Prior 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has our county hosted a lunch and learn with our Wellness Consultant?</td>
<td>Y</td>
<td></td>
<td>92 employees</td>
<td>None</td>
</tr>
<tr>
<td>Did our county receive Employer Rewards?</td>
<td></td>
<td></td>
<td>1 LnL</td>
<td></td>
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<tr>
<td>Has our county hosted a lunch and learn with our Wellness Consultant?</td>
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<tr>
<td>Did our county have a functioning Wellness Committee? Any meetings?</td>
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<tr>
<td>Do employees know who to contact with concerns?</td>
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<tr>
<td>Do we have a bulletin board for county wellness (or Healthy County)? Postings in break areas?</td>
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<tr>
<td>Has our county promoted Healthy County at holiday events and celebrations?</td>
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<tr>
<td>Has our county used any Employer Rewards to sponsor holiday events and/or celebrations?</td>
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<tr>
<td>Has our county surveyed employees (any method of choice) for what they'd like to see?</td>
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</tbody>
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Schedule Wellness Workshops

At **No Cost**, your Healthy County Consultants do:

- Commissioners Court Workshops
- Department Leads/Supervisors Workshops
- Face-to-face Classes!!
- Schedule Lunch and Learns with Airrosti
- Wellness Committee proposals
Year 1 - 2020

- Implement a County Specific Incentives Program
- Appoint one consistent Wellness Coordinator to spearhead this program
- Don’t involve heavy premium differentials the first year
- Host Bi-annual trainings (TAC Consultant)
- These will be lunch and learn for county employees outside of open enrollment
- Streamline the Wellness Committee
- Assign roles and responsibilities

Year 2 - 2021

- Modify the County Specific Incentives Program
- Implement a higher premium differential
- Consider adding physical activity requirements
- Host a County Health Fair (to be repeated annually)
- Secure vendor partnerships with Alroostl and Catepult services
- Continue Bi-annual trainings (TAC provided)

Year 3 - 2022

- Host a Healthy County Day (included with the health fair)
- Include community partners and streamlined classes
- Continue Bi-annual trainings (TAC provided)
County Wellness Incentives: Multifaceted

County Specific Incentives
- Require Annual Physical
- Multiple Designs
- Formal

Traditional County Incentives
- Informal
- Fun
- Cost Effective
- Boosts Morale
- Creative
County Level: Why Wellness Incentives?

It’s about helping your employees live healthier and more productive lives.

- Increase participation in sponsored programs
- Promote healthy behavior changes
- Help control future costs
- Reward your employees for making smart choices about their health
Questions

Stop
Take a breath
Observe
Plan
Proceed

You’ve got this