

Laramie County Wellness

Laramie County, Board of Public Utilities, Cheyenne/Laramie County Health Department, Winhealth

MISSION STATEMENT
**WE ARE COMMITTED TO PROVIDING
EXCELLENT SERVICE TO LARAMIE COUNTY
RESIDENTS BY CREATING AND MAINTAINING
AN EMPLOYEE WELLNESS PROGRAM INTENDED
TO IMPROVE LARAMIE COUNTY EMPLOYEES
PHYSICAL AND MENTAL HEALTH AND
WELL-BEING**

Where it Begins

In July of 2007 employees from each County department gathered to discuss a Wellness program within Laramie County. The first thing our team did was research different areas of wellness and conduct a survey that would give the County employee's the opportunity to tell us what areas of wellness they would like to learn more about. The results of that survey gave the Wellness team a great start to the first year's program.

Our goal is to assist and encourage employees to work toward improving all aspects of their health. Keeping the best health insurance possible for an affordable price is another goal, and a healthier workforce results in health care cost control,

which results in premium increase control.

For 2008 we are planning several projects such as a health risk assessment, free, provided by WINhealth, a wellness week which will feature information and wellness opportunities within our community, and educational speakers who will cover different areas of wellness such as stress management, diabetes, and heart health.

In addition to all of this we are teaming up with WINhealth, the Board of Public Utilities, and the Cheyenne Laramie County Health Department. Having these agencies working along side us will bring new ideas and plenty of experience.



Wellness Committee members spinning at the YMCA

Having a healthier workplace will mean fewer sick days, a more motivated staff, and a higher job satisfaction for all.

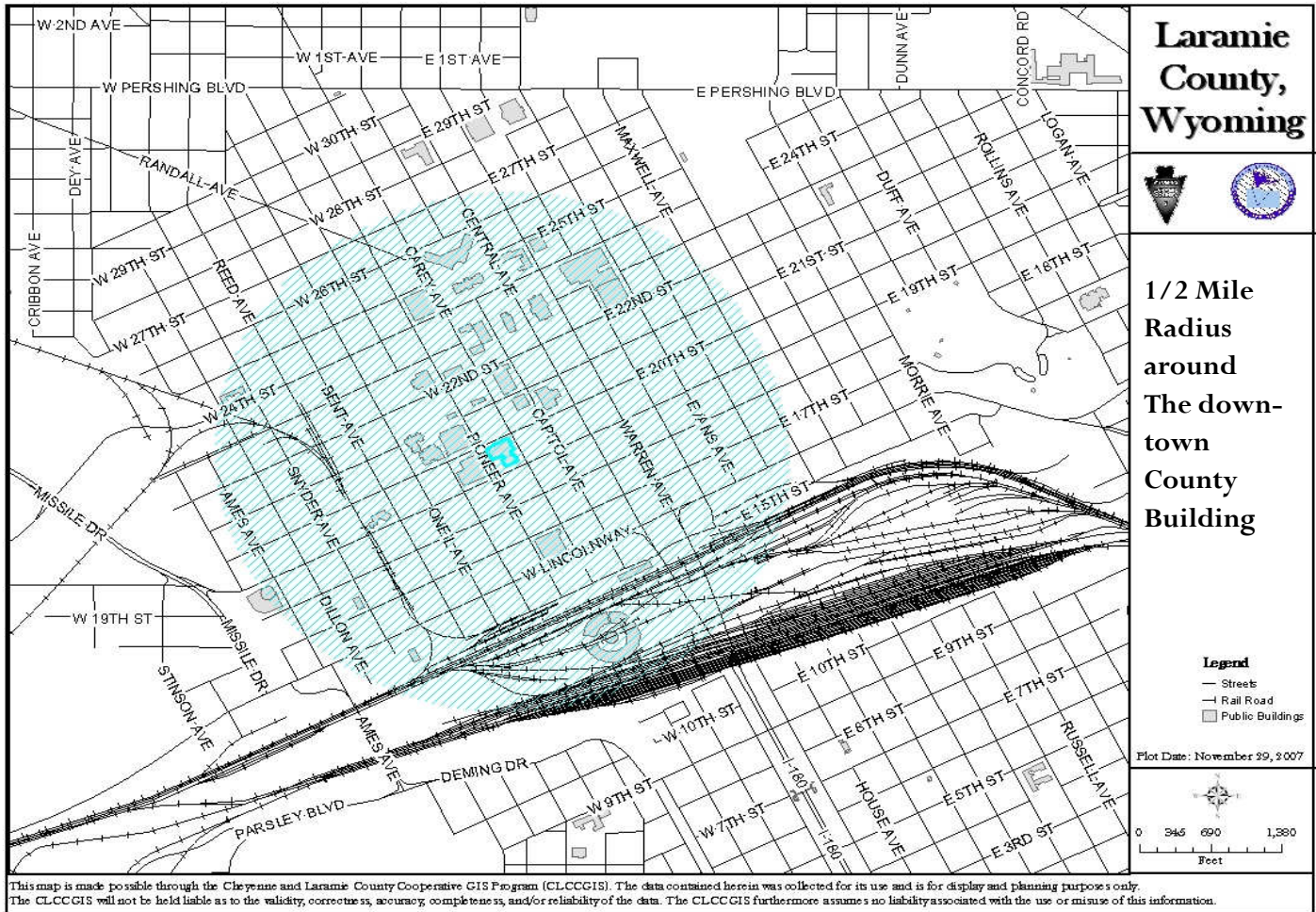
Winhealth Wellness and Laramie County

WINhealth has teamed up with Wellsorce Inc., a company that has been developing health risk assessments and health promotion solutions for nearly 25 years. Wellsorce offers a suite of wellness tools that uses optimal health benchmarks and relies on the fore-

most scientifically based research. The Wellsorce Personal Wellness Profile is the foundation for an optimal health system. First, PWP assesses health risk, then motivates individuals to make improvements in their health and lifestyle. This program will be brought to

all Laramie County employee's by WINhealth and will be at no cost to all staff members. A Wellness fair will be coming soon to provide all staff with the resources and facts about the Wellsorce program through WINhealth Wellness.





Given the amount of time people spend at work it makes sense to think about the opportunities for increasing levels of physical activity in and around the workplace.

Benefits for Employees

Walking is a cheap and effective way to promote better health and wellbeing to the workforce. A short lunchtime walk is the ideal “stressbusting” activity and has many benefits for employees:

- A lunchtime walk helps people to return to work feeling refreshed and energized
- Walking can be included as part of the journey to and from work and is easy to

fit into lunch breaks. As it is a gentle activity there is no need to get changed or shower.

- Workplace walking can be a sociable activity and has the added value of providing an opportunity to network.

Benefits for Employers

There are also advantages for employers who encourage physical activity within the workplace:

- Increases employee commitment to work, staff performance and productivity
- Reduces staff turnover or intention to leave
- Reduce sickness costs and absence

Fact and Figures

- Physically active employees take 27% less sick days than non-active employees
- Studies have shown that individual work perform-

ance can be improved by between 4% and 15% when people engage in regular physical activity

- An onsite fitness program can reduce staff turnover by between 8% and 13%

Statistics and article provided by pathsforall.org



*“Science may
Never come up
with a better
office
communication
system than the
coffee break.”*

Earl Wilson



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Eliminate Self-Defeating Behaviors

Many of us make job stress worse with patterns of thought or behavior that keep us from relieving pressure on ourselves. If you can turn around these self-defeating habits, you'll find employer-imposed stress easier to handle.

Resist Perfectionism

No project, situation, or decision is ever perfect, and you put undue stress on yourself by trying to do everything perfectly. When you set unrealistic goals for yourself or try to do too much, you're setting yourself up to fall short. Do your best, and you'll do fine.

Clean Up Your Act

If you're always running late, set your clock and watches fast and give yourself extra time. If your desk is a mess, file and throw away the clutter; just knowing where everything is saves time and cuts stress. Make to-do lists and cross off items as you accomplish them. Plan your day and stick to the schedule — you'll feel less overwhelmed.

Flip Your Negative Thinking

If you see the downside of every situation and interaction, you'll find yourself drained of energy and motivation. Try to think positively about your work, avoid negative-thinking co-workers, and pat yourself on the back about small accomplishments, even if no one else does.



Find Ways to Dispel Stress

Get Time Away

If you feel stress building, take a break. Walk away from the situation. Take a stroll around the block, sit on a park bench, or spend a few minutes meditating. Exercise does wonders for the psyche. But even just finding a quiet place and listening to your iPod can reduce stress.

Talk It Out

Sometimes the best stress-reducer is simply sharing your stress with someone close to you. The act of talking it out — and getting support and empathy from someone else — is often an excellent way of blowing off steam and reducing stress.

Cultivate Allies at Work

Just knowing you have one or more co-workers to assist you in times of stress will reduce your stress level.

Find Humor in The Situation

When you-or the people around you start taking things too seriously, find a way to break through with laughter. Share a joke or funny story.