

Understanding Wellness and Productivity

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Activity 1

- At each head table, I want a team of persons to do the following questions (in 10-15 mins):
 - Define 'wellness' in your own words?
 - Define 'productivity' in your own words?
 - List the top three drivers of workplace productivity for you?
- **We will discuss after!!!**

Conceptual Definition of Wellness

- Wellness is an active process of becoming aware of and making choices toward a healthy and fulfilling life.
 - ***Wellness can be defined as:***
- "...a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity." - *The World Health Organization*.
- "a conscious, self-directed and evolving process of achieving full potential." - *The National Wellness Institute*
- ✓ Wellness is more than being free from illness, it is a dynamic process of change and growth.
- ✓ Wellness is positively related to a higher quality of life.

Wellness and Productivity

- Wellness contributes to productivity by:

- ❑ Improved employee health behaviors
- ❑ Reduced risk of elevated health risks and disease/illness
- ❑ Reduced healthcare costs
- ❑ Improved energy and focus at work
- ❑ Decreased absenteeism
 - ❖ Wellness is the most basic ingredient and driver of productivity!!

Nine Dimensions of Wellness

- Based on current research, there are nine interrelated dimensions of wellness:
 - *Physical wellness*
 - *Psychological/mental wellness*
 - *Environmental wellness*
 - *Social wellness*
 - *Intellectual wellness*
 - *Occupational wellness*
 - *Spiritual wellness*
 - *Cultural Wellness*
 - *Financial Wellness*

Physical Wellness

- This dimension focuses on the physical well-being and health of the individual with special focus on diet, nutrition, and exercise.
- Discouraging overeating, substance abuse, stress, and negative health risk behaviours.
- It entails personal and organisational responsibility and care for minor illnesses and physical manifestations of health problems.

Psychological (Mental) Wellness

- Represents individuals' mental or psychological state of well-being.
- This dimension focuses on attitudes, emotions, thoughts, and the ability to understand our personalities, behaviours/actions, and reactions in various environments/contexts. .
- The ability to adjust to psychological or emotional challenges, display positive thoughts and feelings, and respond positively in our attitudes and actions are characteristic of good psychological wellness.

Environmental Wellness

- Represents individuals' ability to recognise their responsibility for healthy, clean and safe environments (good quality air, water, food and land, etc).
- It deals specifically with how individuals understand the impact of their behaviours on their natural and physical environments, and how the state of these environments can affect the other dimensions of wellness.
- These environments include, but are not limited to, homes, schools, communities, and workplaces.

Social Wellness

- The social dimension covers our relationship with the community.
- How do we relate to others? How healthy are interpersonal relationships and life are?
- Improving interpersonal relations, communication and social life helps contribute to this dimension.
- Promote social harmony, and avoid conflict and tensions

Intellectual Wellness

- Intellectual wellness encompasses creative and stimulating mental exercises.
- Expanding one's knowledge and skills can help improve how we conceptualise, adapt, and learn.
- Reading books, magazines, and newspapers to enhance our intellectual capacity.
- Challenging our minds is critical to expanding our cognitive and thought processes.

Occupational Wellness

- This dimension speaks to personal satisfaction and enrichment in one's life through work.
- Focuses on attitudes toward work measured as morale and job satisfaction.
- It is normally enhanced through the consistent match between individuals' needs, values, interests and beliefs and one's experience with their occupation, job or career.

Spiritual Wellness

- Recognises our deep search for meaning to our lives and overall purpose for our existence.
- Developing relationship with your spiritual side and your deity is essential.
- Thinking, speaking and acting in ways that are consistent with your spiritual beliefs and values help develop this dimension.

Cultural Wellness

- Represents individuals' full awareness and knowledge of their own cultural background (e.g. values, beliefs, norms, behaviours, practices, etc) as well as a desire to learn about their own culture (and others) and its impact on their own lives.
- The focus on learning various cultures characterizes a desire for understanding diversity and its implications in society.

Financial Wellness

- Represents individuals' full awareness and knowledge of the effective management of personal finances
- The focus on building financial literacy, debt management, and overall financial management skills.
- Focuses on growth in financial maturity and independence.

Why do wellness programmes fail?

- Lack of knowledge and awareness on wellness and wellness programming,
- Poor enabling environments,
- Lack of involvement from staff in designing these programmes,
- Lack of incentivisation,

National Workplace Wellness Policy: Background

- The National Workplace Wellness Policy for Barbados reflects a nation-wide, multi-stakeholder commitment to safe, positive and healthy workplaces - but can be applied to households, schools, and communities.
- The Policy underpins and supports the establishment of wellness-related programmes and initiatives at various levels that will assist all individuals in the various productive economic sectors/industries in achieving an enhanced state of physical, mental and emotional well-being.
- In the context of the employment environment, a healthy workplace results in improved job satisfaction, morale, work performance which, in turn, promotes overall workplace productivity.

Policy Goals

- To foster the development of healthy workplace environments supported by comprehensive and well-guided wellness policies, programmes, and cultures,
- To facilitate and maintain strategic partnerships with various national stakeholders (Employers, Government, Trade Unions, Educational Institutions and other civil society and community-based organisations) to promote and sustain a high quality of health and wellness in the general working population,
- To strategically and comprehensively guide lower-level policies and actions aimed at supporting healthy workplaces and institutions, based on rigorous scientific research and evidence
- To promote and contribute extensively to the development of appropriate knowledge, skills and attitudes that are supportive of and consistent with healthy living and lifestyles among employees and managers in workplaces

Rationale I

- In light of recent reports on declining quality of health and well-being in Barbados evidenced by increased rates of non-communicable diseases (NCDs) and NCD-related deaths, cancers and other forms of illnesses, the call for a National Wellness Policy is long overdue.
- There is no established evidence of a sustainable or comprehensive national wellness policy (at least on this side of the globe)
- Prior attempts to develop an overall guiding framework or policy to guide individuals and institutions on actions to enhance health and wellness at a national level have been limited and futile.

Rationale II

- A wide cross-section of wellness policies and programmes currently exist across the island (especially in schools and workplaces) that attempt to provide the necessary guidance to individuals in improving their health and well-being.
- However, these policies and programmes often lack cohesiveness and effective coordination, resulting in an inability to understand or assess the true net impact of these endeavours at a national level. In contrast, a National Wellness Policy provides an overall coordinating framework under which these and other future policies and programmes can fall.

FIGURE 1.



**NATIONAL WELLNESS
POLICY
(NATIONAL LEVEL)**

ORGANISATIONAL AND INSTITUTIONAL WELLNESS POLICIES

(HOUSEHOLDS, SCHOOLS/EDUCATIONAL INSTITUTIONS, WORKPLACES, COMMUNITIES, ETC)