

NEWSLTR

The Workplace Wellness Conference and Exhibition

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Dr. Stephanie Sullivan

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10 Ways to keep remote workers happy and engaged

Improve mental wellbeing in the workplace

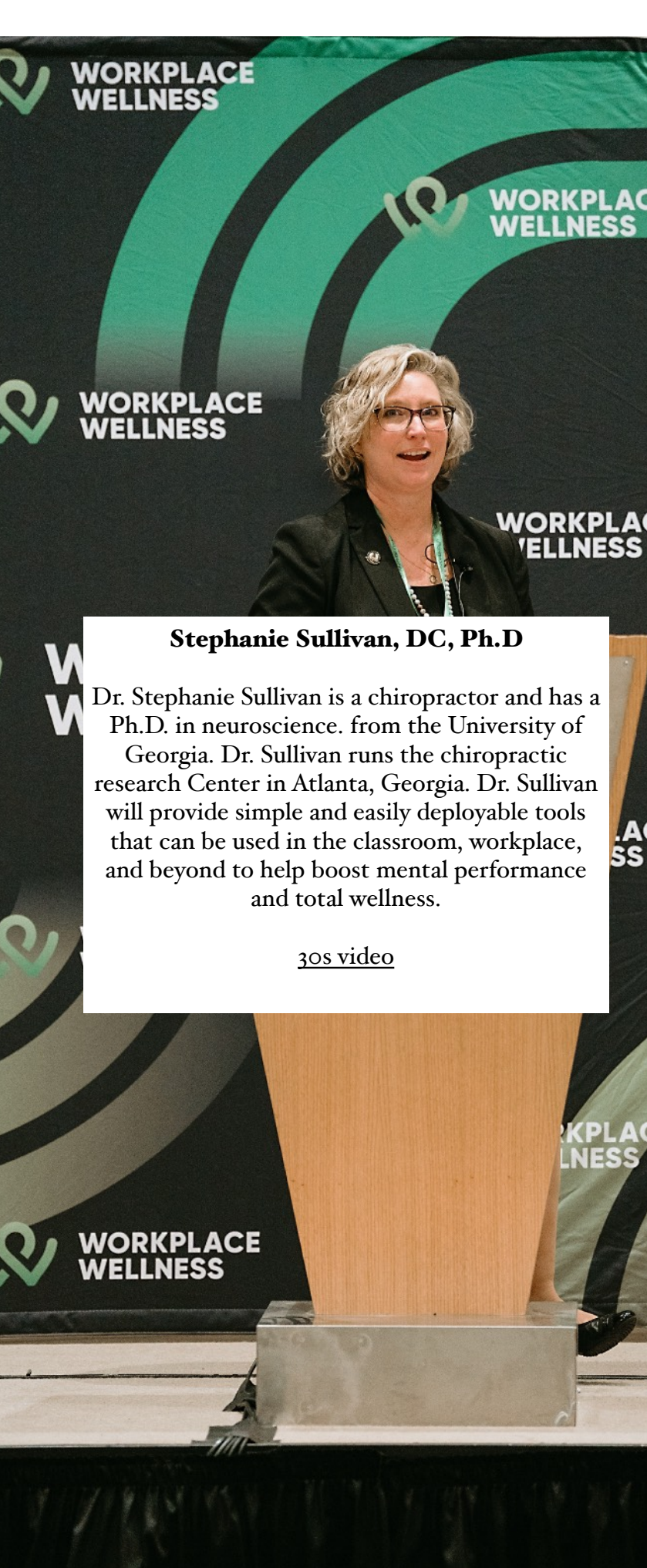
Speaker Highlight:
Dr. Stephanie Sullivan

April 19 - 20, 2024

Hilton Atlanta Marietta Hotel and
Conference Center

500 Powder Springs Road | Marietta, Ga. 30064

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Stephanie Sullivan, DC, Ph.D

Dr. Stephanie Sullivan is a chiropractor and has a Ph.D. in neuroscience. from the University of Georgia. Dr. Sullivan runs the chiropractic research Center in Atlanta, Georgia. Dr. Sullivan will provide simple and easily deployable tools that can be used in the classroom, workplace, and beyond to help boost mental performance and total wellness.

[30s video](#)

10 Easy Ways to Keep Remote Workers Happy and Engaged

Once dismissed as another modern perk designed to attract talent, remote working arrangements are now the new normal. A thoughtful remote work program can keep employees motivated and engaged while producing significant cost savings. Remote work is a win-win, both for employees and the organizations they work for.

According to a Global Workplace Analytics study, a typical business saves about \$11,000 per person, per year, by leveraging remote work policies. Plus, if those with compatible jobs work from home just half the time, there would be a national savings of \$700 billion per year.

Video conferencing, cloud storage, chat tools, and other remote collaboration technology have made it possible to produce quality work while enjoying the convenience of home. In fact, a SHRM article reveals that perhaps even more work gets done at home.

But there's also a downside to working at home.

Happy, but losing steam

While the lure of working from home is exciting for many workers, its novelty can wear off over time. Deadlines and commitments aren't always enough motivation.

Still, employees who work from home continue to report loving their jobs more than those in their cubicles.

Leadership IQ provides an online test that gathers data regarding an employee's feeling toward their job based on the employee's work location. The quiz separates work locations based on three categories: office workers, telecommuters (those working from home), and mobile workers (employees who move between offices).

In a survey of close to 3,500 employees, Leadership IQ found that 38% of mobile workers loved their job, 24% of office workers loved their job, and 45% of remote workers loved their job.

The quiz also revealed that remote workers tend to show more ambition: expending discretionary effort and striving to be the best at their job. However, the survey also uncovered that remote workers need to be self-motivated—more so than office workers.

This isn't a surprise, but it's helpful for business leaders to keep in mind. Though remote workers are often happy and productive, they need to drum up inspiration and motivation in order to achieve their full potential.

Keeping remote workers engaged and motivated doesn't have to be complicated. Most of the motivational methods you currently use to inspire in-house employees can be applied to employees working from home as well.

1. Provide a platform for effective communication
As with all things in business and relationships, communication is key. Remote workers have an equal stake in being included in the direction of the business.
2. Keep them happy
Remote workers are often happier than other employees, and HR professionals know that a happy employee is more likely to be engaged in their work.
3. Recognize great work
Although remote workers have proven that their productivity rivals or exceeds that of their office-dwelling counterparts, they don't always receive recognition for that work. Make it a point to recognize remote workers for the many contributions they're making to your organization.
4. Clarify goals
Remote employees may be at home producing, but are they meeting expectations? Remote workers, just like any other employees, need a clear direction of what is expected in terms of objectives and company goals.
5. Place an emphasis on what's produced, rather than when
Since the remote worker's position exists for a reason, let those employees use it to their most productive advantage.
6. Keep coordination of job functions in the forefront
Employees working in the company office generally know and understand workflow processes and why they are necessary.
7. Emphasize culture
A recent Harvard Business Review article addressed the importance of developing company culture with remote employees in order to foster engagement. This can be a difficult thing to do when communicating virtually.
8. Assist with time management
One of the obstacles reported by remote workers is their ability to manage their time effectively.
9. Get to know your remote employees
Remote workers can often feel like castaways. Help them to get rid of those feelings by taking time to meet with them one-on-one, and learn about what is going on in their lives.

There you have it: ten simple keys you can begin implementing this month to motivate your remote employees to a higher level of engagement.

6 Ways to Improve Mental Well-being in the Workplace

A word cloud shaped like a lightbulb. The largest word is 'WELLNESS' in the center. Other large words include 'LIFE', 'FIT', 'DIET', 'CARE', 'ACTIVE', 'RELAXED', 'EXERCISE', 'SPORT', 'LEISURE', 'NUTRIENTS', 'HEALTH', and 'WELLNESS'. The words are arranged in various sizes and orientations to form the shape of the lightbulb, with a red base.

Since job stress is a stronger predictor of health complaints than personal, financial, or family problems, these statistics are cause for concern: in addition to affecting the wellbeing of employees, stressful jobs can cause elevated healthcare costs, lost productivity, and unwanted employee turnover. Sometimes elevated job stress is caused by temporary conditions, like new management, open enrollment, systems conversions, or busy seasons. But if a highly stressful work environment

is a chronic problem, it can cause lasting fiscal and personnel problems in your organization.

Here are six ways employers can improve mental wellbeing in the workplace.

1. Talk about it

One of the best ways to improve employee mental wellness is by helping employees talk openly about mental health. Identifying the issue and letting it be an acceptable topic of conversation – removing the taboo around acknowledging work-related stress – can create progress by itself, helping employees realize they aren't alone.

2. Encourage physical and emotional health

When management encourages healthy physical and emotional practices, it influences the whole workplace. But leadership involvement is key. When leaders introduce and are involved in workplace health challenges, incentive programs, and overall wellness programs not only does employee health improve but also there are marked healthcare savings, and increases in productivity and morale. More about a company's new wellness program taking off with high participation rates [here](#).

4. Provide an employee assistance program

Counseling and support offered by EAPs is the first step many companies take towards greater corporate well-being. In fact, 97% of large companies now offer EAPs. As the focus on mental health in the workplace has shifted, these companies have emphasized programs aimed at chronic stress, anxiety, depression, burnout, and more. For more information on making the most of your EAP, [click here](#).

5. Create a healthy work environment

The work environment is known to have a significant impact on employee mental wellness, productivity, job turnover and overall profits. Leaders can influence a healthy workplace environment by having an open-door policy, keeping employees informed of developments, departmental changes, business goals, and policies. These provide direction, build trust, and reduce employee stress.

6. Show you care

According to Dee Edington, a renowned worksite wellness expert, "caring is an integral component of an organization when individuals and groups of like-minded people understand and care for the values and situations



3. Provide mental wellness resources

There are countless programs that foster mental wellbeing in the workplace. Programming that combines education and personalized activities can help employees feel supported and provide effective tools and coping strategies. For example, CoreHealth by Carebook offers the MindQ suite of mental well-being challenges, which combine the key components of resilience, life satisfaction, and lasting emotional health.

of other individuals and groups. It is demonstrated every day by expressing and accepting caring in our personal and professional relationships. For those of us in the health, wellness, and well-being fields, we communicate caring daily."

Mental wellbeing in the workplace matters. It can affect the lives of employees and their families, productivity, profits, and overall success of your organization. With accessible mental health resources and research-backed reasons to promote it, it's easy to get started.

From simple to sophisticated, it's up to you. For more information, visit the CoreHealth website.

Article written by Laura Neuffer, MSc

Read the full article at:

<https://corehealth.global/>

Stay tuned in June, we will send a link to the interview with Susanna Mittermaier.

Susanna Mittermaier, pragmatic psychologist, is the founder of the revolutionary new approach of Pragmatic Psychology. She is an active worldwide keynote speaker, an international Bestselling author in twelve countries with her books: Pragmatic Psychology and Advanced Pragmatic Psychology and she is the founder of the Pragmatic Psychology Centre in Vienna.

Susanna Mittermaier studied to become a psychologist in Sweden at the University clinic of Lund, and worked for years in the field of mental health, with inpatients and outpatients with all types of diagnosis. She also worked in pediatric oncology.

The Conference will begin bi-monthly interviews and panel discussions on the current and popular Wellness topics starting in June of 2023. Keep an eye out for the latest.



Registration is now open for the 2024 Workplace Wellness Conference and Exhibition. Take advantage of the early bird rate, it won't last long...

<https://thewellnessconference.org/store/p/attendee>

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