



## **Chat Transcript - Week 4 Inner Circle: Strategies That Build Individual & Organizational Resilience**

11:59:46 - Jim Collison:  
hello everyone

12:01:09 - Heidi Mason:  
Hello!

12:02:27 - Lori Thomas:  
Welcome everybody!

12:02:49 - Irelida Ceballos:  
Meditation

12:02:57 - Judy Weisseg:  
Yoga

12:02:59 - Sara:  
hired a personal trainer who comes to my home

12:03:07 - Jim Collison:  
Better cooking at home

12:03:09 - Heidi Mason:  
Having all of our meetings virtually instead of in-person.

12:03:11 - Samantha Yocke:  
Taking a daily walk on top of other workouts

12:03:12 - Heidi Freytag:  
Peleton

12:03:13 - Kelly Fang:  
Video health coaching. Used to all be in person

12:03:45 - Jen Lechman:  
Getting outside every day, prioritizing sleep

12:03:49 - Cyndi Vasco:  
more family time, being less afraid to try new things

12:04:00 - Lauren:  
longer walks with the dogs!

12:04:01 - siverson:  
Learned a ton about technology and how to incorporate it in my every day life.



12:04:01 - Amanda Hesser:

We are also doing monthly challenges instead of quarterly.

12:04:09 - Gilana:

Trying to prioritize self care

12:04:36 - Kelly Fang:

Eating a plant-based diet. Haven't cooked chicken since the pandemic started.

12:06:51 - Obi-Ron Kim-obi:

adapting our calls-to-action to adjust for working remote, social distancing, and making them more inclusive

12:07:50 - Amanda Hesser:

Our brokers have provided more family resources that we have been able to share, like education, enrichment, etc.

12:08:45 - Lori Thomas:

As a reminder, you can access recordings and resources here: <https://shop.welcoa.org/event-resources/> You will need to make sure you are logged in to view them. Please contact me at [lthomas@welcoa.org](mailto:lthomas@welcoa.org) if you experience any issues accessing them.

12:08:50 - Obi-Ron Kim-obi:

For DEI, we adapted our "Walk with the Governor" event into a "Move with the Governor" event to be more inclusive to those unable to walk

12:12:59 - Heidi Mason:

We have Wellbeing Champions that pull information from their specific departments.

12:13:02 - Samantha Yocke:

Surveys, focus groups, diversified committee

12:13:09 - Lauren:

wellness and safety committee

12:13:22 - siverson:

Through our LiveWell Champions.

12:13:26 - Val:

Wellness champion/rep from each department

12:13:28 - Natalie Spencer:

employee survey, wellness committee

12:13:35 - Julie Stiles:

We just did our big well-being survey, asked a question on that about what else we could do. I have a large team, with a smaller group who is my "think tank" and we come together and brainstorm from what's happening across the team what we can do



12:13:48 - Cyndi Vasco:  
walking around observing and asking questions from all levels of employees, wellness committee meetings

12:14:46 - Amanda Hesser:  
Maybe it is just my company, but we have poor participation when it comes to sharing ideas and joining committees. Its the same people over and over.

12:16:08 - Julie Van Orden:  
our wellness program is part of our EAP and in 2020 we started a shift in tailoring programming based on trends seen from our therapy visits, help calls and seeking of rrsources.

12:18:13 - Obi-Ron Kim-obi:  
Using the data from our wellbeing platform: popular activities, areas of strength from their annual assessment, and partnering with different groups to help highlight key initiatives during this time (such as DEI)

12:19:02 - Lori Thomas:  
One of the questions in our 4x4 (quarterly) meetings with leadership is:  
How can WELCOA help you in your life? What does this job help you achieve?

12:20:42 - Tina - Go365 Wellness:  
Love the allstar idea!

12:21:09 - Jen Lechman:  
company wide recognition program, thanks at team meetings, highlights in organization newsletter

12:21:25 - Rachelle Rolf:  
We have a Wellbeing Spotlight we post on our internal website every month - focus's on our 6 Pillars - Physical, Social, Emotional/Mental, Financial, Purpose, & Community

12:21:37 - Samantha Yocke:  
My former client put their wellness billboard in the stairwell, and highlighted someone every month. Thye loved it, and got mad when someone forgot to put up new info

12:21:56 - Julie Stiles:  
Quarterly recognition for outstanding people on our well-being team

12:21:56 - siverson:  
Each quarter we've highlighted a Champion, a physician, and an employee testimonial in our e-newsletter.

12:22:31 - Cyndi Vasco:  
We have a company Give a Wow program and I am in the process of setting up a board to display thank yous to colleagues for all to contribute to

12:22:46 - Healthbreak 3:  
Our team completed the Languages of Appreciation assessment so we all knew what type of recognition was most meaningful to staff!



12:25:03 - Samantha Yocke:

@Healthbreak 3 - my company did this and put their "language" and strength on their name plate outside of their office. It was great to know when I was speaking with an employee I've never spoken to before. Great Emotional Intelligence for us!

12:25:25 - siverson:

We select 5 winners each quarter from all employees that have 5 points in their wellness portal. We then surprise those 5 people in their work areas in a Publishers Clearinghouse sort of way. They each win \$500.

12:27:11 - Taralyn Jensen:

@Samantha Yocke Love that! We did name cards that we all put up at each meeting - need a new strategy now that we're remote but we all appreciated those reminders about we each shine!

12:28:10 - Lori Thomas:

1. Who are the three people at work who have the most influence on your wellbeing?
2. Explain why they are significant to your wellbeing.

12:38:23 - Obi-Ron Kim-obi:

we created an activity called "accountability buddy" to help people find their wellbeing supports at work and home

12:39:54 - Julie Stiles:

We have a company wide channel for well-being connection, currently in that channel we're honoring mental health month, with a daily post/prompt from one of our psychologists/social workers on our team

12:48:33 - Lori Thomas:

1. An example of how you integrate the mission/purpose/culture of your organization into a wellbeing initiative.

12:57:03 - Lori Thomas:

Great examples! Language and knowing your audience are very important

12:59:29 - Rachelle Rolf:

I didn't mention this in my small group, but I work for a Healthcare Staffing Agency, and our Company Purpose is "We Connect Care". We feel that this lines up so well will staffing the healthcare industry - but also we connect care with our internal employees

13:02:19 - Obi-Ron Kim-obi:

Consider adopting an organization mission, vision, strategy, objective, or...as the main mission/vision of your wellness program to help align your efforts to something your leaders already agreed to