

# Happy and Healthy Employees: Strategies for Supporting Wellness in the Workplace to Improve Engagement and Retention

COREY GATELY, MLADC – Director Of Substance Use Services, Concord Hospital – Laconia

MIKE GALLAGHER, CRSW-S – Peer Supervisor, Navigating Recovery of the Lakes Region

---

---

---

---

---

---

---

---

## ABOUT THE PRESENTERS



---

---

---

---

---

---

---

---

## WORKSHOP OBJECTIVES

Objective 1: Understanding how employee well-being and the organizational benefits start with the hiring process

Objective 2: Highlighting the significant impact of leadership involvement in self-care

Objective 3: Demonstrate how to create inclusive self-care "challenges" in a supportive environment

---

---

---

---

---

---

---

---

## DID YOU KNOW WALKING FOR 20 MINUTES A DAY HAS ALL OF THESE BENEFITS?



IMPROVES YOUR MOOD!



REDUCES THE RISK OF HEART DISEASE!



PROTECTS YOUR JOINTS!



BOOSTS YOUR IMMUNE SYSTEM!



IMPROVES YOUR QUALITY OF SLEEP!



AND MORE!

<https://health.clevelandclinic.org/benefits-of-walking>

---

---

---

---

---

---

---

---

## OBJECTIVE 1: UNDERSTANDING HOW EMPLOYEE WELL-BEING AND THE ORGANIZATIONAL BENEFITS START WITH THE HIRING PROCESS

1

Decide ahead of time what qualities are most important to your team.

2

Consider diversity and inclusion to offer various perspectives, enhancing innovation and problem-solving abilities.

3

The whole team is a part of the final hiring decision so team members can see how well candidates fit the team dynamic.

4

Provide opportunities for socialization and team bonding.

<https://teambuilding.com/blog/how-to-hire-team-players>

---

---

---

---

---

---

---

---

## TEAM BUILDING IN THE WORKPLACE

Employee job satisfaction and retention are linked to these categories:

1. Feeling like they are good at their job
2. Feeling valued at work
3. Feeling challenged (in a good way)
4. Feeling like they have enough supervision & support from leadership
5. Feeling like the culture and environment at work is one they want to be a part of



Kanter, B., & Sherman, A. (2016). *The Happy, Healthy Nonprofit*. John Wiley & Sons.

---

---

---

---

---

---

---

---

## HOW CAN THIS BE IMPLEMENTED WHERE YOU WORK?

By show of hands, how many people think including the team as part of the hiring process is possible?

If not, let's brainstorm other ways to still incorporate the employee job satisfaction and retention categories on the previous slide ...

---

---

---

---

---

---

---

---

## OBJECTIVE 2: HIGHLIGHTING THE SIGNIFICANT IMPACT OF LEADERSHIP INVOLVEMENT IN SELF-CARE

- "When healthcare leaders prioritize self-care, they set a positive example for their staff, creating a culture that values well-being and encourages personal growth ... Leaders should view self-care as an investment in themselves, their employees, and their organizations, not just another task on their ever-growing to-do list." – Martin & Delehanty (2024)
- Preventative Maintenance – Heemstra (2019)
  1. Take care of yourself physically
  2. Cultivate healthy friendships
  3. Develop healthy habits for managing stress
  4. Take control of your mental game
  5. Enjoy quality rest time

Heemstra, J. M. (2019). Self-Care is Not the Enemy of Performance. *ChemBioChem*, 20(17), 2203–2206.  
Martin, C. & Delehanty, M. (2024). Leadership Coaching for Team Support: Prioritize Self-Care First! *Nursing Administration Quarterly*, 48(2), 153–155.

---

---

---

---

---

---

---

---

## YOUR BOSSES SAY IT'S OKAY TO TAKE A DAY FOR SELF-CARE!



---

---

---

---

---

---

---

---

### HOW CAN YOU DO THIS AT YOUR WORKPLACE?



- What do you personally do for self-care (3 examples of putting your oxygen mask on first)?
- What self-care practices can you model that might influence others around you?

---

---

---

---

---

---

---

---

### OBJECTIVE 3: DEMONSTRATE HOW TO CREATE INCLUSIVE SELF-CARE "CHALLENGES" IN A SUPPORTIVE ENVIRONMENT



---

---

---

---

---

---

---

---

### HEALTHY HABITS CHALLENGE – TAKE 1

Last fall, Navigating Recovery and The Doorway staff participated in a 3-week challenge to eat healthier, exercise more, and practice self-care in a variety of ways.



---

---

---

---

---

---

---

---

## HEALTHY HABITS CHALLENGE – TAKE 2

Last spring, Navigating Recovery, The Doorway, and The Recovery Clinic staff participated in another 3-week challenge, with a few alterations to round 1.




---

---

---

---

---

---

---

---

---

---

## SELF-CARE PRACTICES SHOULD INCLUDE:

- Physical Health
- Social Support
- Mindfulness
- Creativity

Healthy Habits Challenge				
Team:	Dates			
	Week 1 (3/14 - 3/20)	Week 2 (3/21 - 3/27)	Week 3 (3/28 - 3/31)	
<b>Focus*</b> to include for each week:				
Level 1: <b>Physical Health:</b> sleep, exercise, nutrition, hydration, mental health, stress management				
Level 2: <b>Social Support:</b> family, friends, community, support groups, peer support, mentors, coaches, etc.				
Level 3: <b>Mindfulness:</b> meditation, breathing exercises, yoga, tai chi, etc.				
Level 4: <b>Creativity:</b> art, music, writing, gardening, etc.				
Level 5: <b>Other:</b> self-care, rest, relaxation, etc.				
Level 6: <b>Team:</b> team-building, group activities, etc.				
Level 7: <b>Individual:</b> personal goals, challenges, etc.				
Level 8: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 9: <b>Team-Building:</b> group challenges, activities, etc.				
Level 10: <b>Individual:</b> personal challenges, goals, etc.				
Level 11: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 12: <b>Team-Building:</b> group challenges, activities, etc.				
Level 13: <b>Individual:</b> personal challenges, goals, etc.				
Level 14: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 15: <b>Team-Building:</b> group challenges, activities, etc.				
Level 16: <b>Individual:</b> personal challenges, goals, etc.				
Level 17: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 18: <b>Team-Building:</b> group challenges, activities, etc.				
Level 19: <b>Individual:</b> personal challenges, goals, etc.				
Level 20: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 21: <b>Team-Building:</b> group challenges, activities, etc.				
Level 22: <b>Individual:</b> personal challenges, goals, etc.				
Level 23: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 24: <b>Team-Building:</b> group challenges, activities, etc.				
Level 25: <b>Individual:</b> personal challenges, goals, etc.				
Level 26: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 27: <b>Team-Building:</b> group challenges, activities, etc.				
Level 28: <b>Individual:</b> personal challenges, goals, etc.				
Level 29: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 30: <b>Team-Building:</b> group challenges, activities, etc.				
Level 31: <b>Individual:</b> personal challenges, goals, etc.				
Level 32: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 33: <b>Team-Building:</b> group challenges, activities, etc.				
Level 34: <b>Individual:</b> personal challenges, goals, etc.				
Level 35: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 36: <b>Team-Building:</b> group challenges, activities, etc.				
Level 37: <b>Individual:</b> personal challenges, goals, etc.				
Level 38: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 39: <b>Team-Building:</b> group challenges, activities, etc.				
Level 40: <b>Individual:</b> personal challenges, goals, etc.				
Level 41: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 42: <b>Team-Building:</b> group challenges, activities, etc.				
Level 43: <b>Individual:</b> personal challenges, goals, etc.				
Level 44: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 45: <b>Team-Building:</b> group challenges, activities, etc.				
Level 46: <b>Individual:</b> personal challenges, goals, etc.				
Level 47: <b>Self-Care:</b> stress management, relaxation, etc.				
Level 48: <b>Team-Building:</b> group challenges, activities, etc.				
Level 49: <b>Individual:</b> personal challenges, goals, etc.				
Level 50: <b>Self-Care:</b> stress management, relaxation, etc.				

---

---

---

---

---

---

---

---

---

---

Kanter, B., & Sherman, A. (2016). *The Happy, Healthy Nonprofit*. John Wiley & Sons.

Podkin, V., & Gill, T. L. (2020). Dear mental health practitioners, take care of yourselves: A literature review on self-care. *International Journal for the Advancement of Counseling, 42*(1), 1-20.

\*Healthy Habits Challenge is a 30-day challenge. The above challenges are a starting point. You can adapt them to fit your team's needs and interests.



SO, LET'S SAY CROSSFIT ISN'T YOUR CUP OF TEA ...

We recognize that not everyone will have a CrossFit coach on their team, so what other exercises / physical activities can you do as a team instead?

---

---

---

---

---

---

---

---

---

---

## WHAT'S NEXT?

Healthy Habits Challenge – Take 3

- Happy, Healthy Nonprofit: Individual Self-Care Assessment and Checklist\*
- The team will make adjustments to the worksheet based on answers to the assessment
- Offer the opportunity for other staff to be Team Mentors
- Potentially invite other community organizations to participate



\*Kanter, B., & Sherman, A. (2016). *The Happy, Healthy Nonprofit*. John Wiley & Sons.

---

---

---

---

---

---

---

---