Wellbeing @ Work
Health People. Healthy Teams

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Movement and Stretching

Let’s find our energy this morning!
Wellbeing Introduction

Identify the Elements
Cultivate the WHOLE Person

Ultimately, it’s about how these five elements *interact*. Focusing on only one can lead to feelings of frustration and failure.

66 percent of people are doing well in at least one of the five areas, but only seven percent are thriving in all five.
What is “The Best Possible Life”? 

LESSONS FROM THE PAST

What did the polling pioneer George Gallup and his colleagues discover when they had in-depth interviews with Americans and Britons who lived to be 95 and older in 1958 and 1959?

• Respondents had jobs that required them to be physically active.
• 71% of men and 61% of women reported doing hard physical labor.
• 62% worked outdoors.
• They lived in a time when there was little processed food.
• These oldsters were not particular about their food choices.
• Almost none tried to go on a diet.
• They were deep sleepers and early risers.
• They worried very little.
• Most described themselves as “cheery” people who “take things as they come.”
• They reported happy overall lives.
• Their main interest outside of work was family and friends.
• They laughed a lot.

• Most weren’t intentionally trying to live long lives.
• They did not have luxurious lifestyles and were far enough away from poverty that they didn’t worry about money.
• These oldsters’ households were distributed across large cities, small cities, towns or villages, or rural areas.
• Half of the men never took a vacation during their working years.
• The group’s median retirement age was 80 for men and 70 for women.
• For men, the median number of hours they worked per week was 60. For women who worked outside the home, the median was 64 hours per week.
• 93% of men and 85% of women reported getting “a great deal of satisfaction” from their work. The majority of men and women reported having “a great deal of fun” at work.

Thriving Lives

WHAT CAN THESE OLDSTERS TEACH US TODAY?

They had a great deal of fun at work.
They prioritized friends and family in their leisure time.
They didn’t worry about money.
They ate in moderation rather than following a specific diet plan. They were physically active and slept well.
They experienced little worry and were content regardless of the different geographies and town sizes where they lived.
SDGs and ESG

These help leaders run a better world.

These are built to help run better corporations.

Source: Home - United Nations Sustainable Development: Strategic Intelligence (weforum.org)
The Best Possible Life Scale

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

Q1
On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Q2
On which step do you think you will stand about five years from now? (0-10)

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
THRIVING
Wellbeing that is strong, consistent and progressing in a particular element

STRUGGLING
Wellbeing that is moderate or inconsistent in a particular element

SUFFERING
Wellbeing that is very low and at high risk in a particular element

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
CAREER WELLBEING
You like what you do every day.

COMMUNITY WELLBEING
You like where you live.

SOCIAL WELLBEING
You have meaningful friendships in your life.

PHYSICAL WELLBEING
You have energy to get things done.

FINANCIAL WELLBEING
You manage your money well.

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
Components of Wellbeing

**PURPOSE:**
Liking what you do each day and being motivated to achieve your goals

**SOCIAL:**
Having a strong sense of community at work as well as supportive relationships and love in your life

**PHYSICAL & EMOTIONAL:**
Having good health and enough mental energy to get things that are important to you done each day

**COMMUNITY:**
The sense of engagement and involvement you have with the area where you live

**FINANCIAL:**
Effectively managing your economic life to reduce stress and increase security
Career Wellbeing

YOU LIKE WHAT YOU DO EVERY DAY.
Discussion Question
Why do you think Gallup put Career Wellbeing first or why do they say this element is the foundation of the “best possible life”? 
Do You Like What You Do Each Day?
Career Wellbeing

Losing Your Identity
THE IMPACT ON WELLBEING

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
A Good Boss or a Good Doctor

WHICH ONE IS MORE IMPORTANT

If your manager primarily...

<table>
<thead>
<tr>
<th>Ignores you</th>
<th>Focuses on your weaknesses</th>
<th>Focuses on your strengths</th>
</tr>
</thead>
</table>

Your chances of being actively disengaged are...

- 40%
- 22%
- 1%

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
Using Strengths to Avoid Burnout

are **three TIMES** as likely to report having an excellent quality of life

are **six TIMES** as likely to be engaged in their jobs
Career Wellbeing

• Career wellbeing is the most essential of the five elements. At a fundamental level, we all need something to do, and ideally something to look forward to, when we wake up every day.

• What you spend your time doing each day shapes your identity, whether you have a conventional job or are a student, parent, volunteer or retiree.

• “Do you like what you do each day?” might be the most basic, yet most important, wellbeing question you could ask yourself, yet only 20% of the people Gallup has studied strongly agree that they like what they do every day.

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
Social Wellbeing

YOU HAVE MEANINGFUL FRIENDSHIPS IN YOUR LIFE.
Social Wellbeing

Gallup Q12

Question 10: I have a best friend at work.

Only 30% strongly agree with this statement

7x more likely to be engaged.
Social Wellbeing

Have 3 to 4 Best Friends

Vital Roles
- Builder – Motivates you
- Champion – Stand up for you
- Collaborator – Similar interests as you
- Companion – Always there for you
- Connector – Bridge builder for you
- Energizer – Your fun friends
- Mind Opener – Expands your horizons
- Navigator – Provides you with advice
Like Whom You Are Working With

Source: Wellbeing at Work, 2021
Social Wellbeing

Every hour of social time increases odd of having a good day.

Thriving day = 6 hours of Social Time

Source: Wellbeing at Work, 2021
The fabric of our lives is constructed person by person. As our relationships grow and develop, so does our wellbeing. Our lives become richer, and we learn, grow and develop through others.

People who have a least three or four very close friendships are healthier, have higher wellbeing and are more engaged in their jobs.

“Relationship helps us to define who we are and what we can become. Most of us can trace our successes to pivotal relationships.” – Don Clifton and Paula Nelson, Soar With Your Strengths

Social Wellbeing

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
Financial Wellbeing

YOU MANAGE YOUR MONEY WELL.
Financial Wellbeing

Does money buy happiness?

- Only one in four Americans reported no money worries in the last week.
- Struggling or suffering financial wellbeing is the single strongest predictor of daily worry and stress for people.
Financial Wellbeing

• The amount of money you have – the typical goal standard of measuring financial health – is not the gauge of your financial wellbeing, let alone your life in general.

• Financial security – the perception that you have more than enough money to do what you want to do – has three times the impact of your income alone on overall wellbeing.

• Further, a lack of worry about money has more than double the impact of income on overall wellbeing.

• Managing your finances well allows you to do what you want to do when you want to do it.

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
Financial Wellbeing

Yes, people in wealthier countries report better overall lives. But, up to a certain point…

- Above annual income of $90,000 (in 2021 dollars), on average, daily emotions do not improve with increases in income.

What do individuals care about?

(1) Autonomy
(2) Financial Independence

Source: Wellbeing at Work, 2021
Financial Wellbeing

Can you buy financial wellbeing?

- Harvard study on spending money
- Retail therapy
- Spending on experiences and memories
- Comparison dilemma
- Behavioral economics and irrationality
- Setting positive defaults

Maybe, maybe not...

Source: Wellbeing at Work, 2021
Financial Wellbeing

Why Should Employers Care?

- One study found that 45% of Americans agree or strongly agree that they live “paycheck to paycheck”.

- There is a compounding negative effect of health and economic stress.
Physical Wellbeing

YOU HAVE ENERGY TO GET THINGS DONE.
| 75% | 1 in 10 | 2 in 10 |
| medical costs are due mostly to preventable conditions | Americans strongly agree that their health is near perfect | Americans strongly agree that they have felt active every day in the past week |
Sleep

The Science

- According to the CDC, 35% of Americans get less than seven hours of sleep per night.
- About 4 in 10 are in the unhealthy sleep range.
- On average, that Americans are getting less than seven or more than nine hours of sleep increases the probability of many health problems.
- The brain uses 20% of the body’s energy.
- Only organ that needs sleep to clear waste out of its cells.
- Losing 90 minutes of sleep reduces daytime alertness by nearly one-third.

Benefits

- Decreased stress and improved mood.
- Improved learning, memory, and enhanced problem solving.
- Serves as a restorative function.
- Allows body to work at peak performance.
- Provides a boost to immune system.

Discussion Question

If you are routinely in the unhealthy sleep range, what challenges are hindering you from getting in the healthy sleep range? Additionally, what solutions would help you?
Exercise

The Science
- Only 20% of jobs require real activity.
- About 50% of adults get the physical activity they need to help reduce and prevent chronic diseases.
- Annual health costs associated with inadequate physical activity is estimated at $117 billion.
- “Sitting Disease” is common among sedentary work environments. Attributes to 90% drop in enzyme production.

Benefits
- Short and long-term health benefits.
- Reduces stress and anxiety.
- Helps in managing chronic health conditions & disabilities.
- Provides a 12-hour mood boost.
- Healthy body composition.

Discussion Question

What obstacles do you face when attempting to establish a consistent exercise schedule?
Benefits

- Reduces the risk of some chronic diseases.
- Supports body maintenance and development.
- Boosts immunity.
- Increased energy.

The Science

- 42% of adults, partly due to nutritional choices, are at higher risk of heart disease, type 2 diabetes, and some cancers.
- About 1 in 3 US adults have prediabetes, with 8 in 10 not knowing it.
- The average added sugar consumption of Americans is twice the daily recommended amount.
- Americans eat on average 3,400mg of sodium per day, which is 1,100mg above the recommended daily amount.
- Fewer than 1 in 10 eat enough fruits and vegetables.

Source: "Wellbeing at Work" by Jim Clifton and Jim Harter, 2021.
Physical Wellbeing Recommendations

Action Items

- Sleep enough to feel well-rested (generally 7 to 8 hours) but not too long (more than 9 hours).
- Gradually add sleep to your nightly schedule in 15-minute increments.
- Each morning, plan ahead to add activity to your daily routine.
- Get at least 20 minutes of physical activity each day – ideally in the morning to improve your mood throughout the day. Set short term and long-term goals that are attainable.
- Load up on natural foods that have a variety of color when grocery shopping.
- Map out your healthy meal and snack defaults.
- Put the healthiest foods in your home on a shelf at eye level or in a bowl on the counter.
Discussion Question

What is one action can you do to take better care of yourself today?
People with thriving physical wellbeing effectively manage their health. They exercise regularly, make good dietary choices and get enough sleep.

People with thriving physical wellbeing look better, feel better and live longer.

With every bite and drink we take, we make a choice: We can select something that is a net positive and benefits our health, or we can choose something that is a net negative.

Source: Wellbeing at Work, Jim Clifton and Jim Harter, 2021
Community Wellbeing

YOU LIKE WHERE YOU LIVE.
Community Wellbeing

A Differentiator

Hmmmm...What is the most important attribute for you to love where you live?
• People with thriving community wellbeing have identified areas where they can contribute to their community based on their strengths and passions.

• They tell others about these interests to connect with the right groups and causes. Their contribution may start small, but over time, it leads to more involvement and has a profound impact on their community.

• The efforts of people thriving community wellbeing create the communities that we cannot imagine living without.

• At the highest end of the community wellbeing continuum is giving back to society. When we do things for others, we see how we can make a difference, and this gives us confidence in our ability to create change.
Questions?
Contact Information

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Resource Materials

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