



## Creating a Culture of Wellness Workbook

How does an organization effectively create and foster a culture of wellness? Each organization, and often departments within the organization, maintain workplace cultural norms that influence and inform the culture of wellness.

This workbook introduces creating a culture of wellness by focusing on two factors:

- Applying the PERMA-V model
- Utilizing practical tips for creating a culture of wellness

### Culture of Wellness Activity

Before applying PERMA-V let's do a quick exercise: List the names of the employees that you supervise

**Employees' Names:**

Choose one of these employees and answer the following questions to the best of your ability:

- What do you know about them (Birthday, likes/dislikes, hobbies, etc.)
- How do they feel about their job
- How do they like to be communicated with
- How are you engaging with them

**Employee:** \_\_\_\_\_

### Applying the PERMA-V Model

- Positive emotions: Increasing positive emotions: absence of distress, comfort, enjoyment, pleasure
- Engagement: Fully deploy their skills, strengths, and attention for a task
- Relationships: The drive to connect with and serve others promotes survival

- Meaning: Social institutions define our meaning, values and understanding ourselves in the context of our experiences
- Accomplishment: Achievement, competence, success, and mastery for its own sake, in a variety of domains
- Vitality: Integral to our wellbeing

Choose one of the six components of the PERMA-V model you feel provides the greatest impact to creating a culture of wellness process and explain why:

**Component of the PERMA-V model:** \_\_\_\_\_

Choose the component of the PERMA-V model you feel you exemplify the most; explain below:

**Component of the PERMA-V model:** \_\_\_\_\_

Now that you've considered the PERMA-V model, how does your assessment of your employee change?

### Utilizing practical tips for creating a culture of wellness

- Understand your employees and work culture through active listening, asking questions, and via one-on-one conversations
- Get to know your employees' values and how they align with that of the company's
- Get serious about mental health by understanding how it is discussed in the workplace; keep the conversation relevant without being invasive
- Rewards should not just revolve around productivity; celebrate wins and make goals accessible to all
- Be an advocate by protecting their time, providing flexible work schedules, and fostering a mindset of wellbeing
- Keep tabs on workplace culture through social connections and top-notch communications; ensure everyone's opinions count and attempt to regulate time, pressure, and pace
- Demonstrate compassion and empathy by developing a shared sense of 'why', establishing clear priorities, and thinking about what is best for the team even if that means letting someone go
- Avoid punitive/knee-jerk responses: Is this how they normally perform? Does this seem out of character? What might be contributing to their current level of performance?
- Take care of your own well-being by making your own health a priority, respecting boundaries, taking time off, and being honest with yourself concerning your capacity

Identify two practical tools that you feel have the greatest impact on creating a culture of wellness and how you will employ them in your workplace environment:

**Tool 1:** \_\_\_\_\_

**Tool 2:** \_\_\_\_\_