



# Path To Wellness

## Your Best Practises In Employee Wellness Summer E-Newsletter June 2009 - Issue 20

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Comprehensive Wellness Survey 2009 Results

Vacation Deprivation


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**Welcome**

**Beverly**



Also, a big welcome to our newest subscribers.

This e-newsletter highlights information on employee and corporate wellness for the beginner to the seasoned professional.

Our hope is that it will provide you with how-tos and update you on significant research and statistics that may assist you in your wellness initiatives.

### Comprehensive Wellness Survey 2009 Results

Many thanks to those of you who took the time to fill in this year's survey.

#### What did we find out?

- 61% of you are offering wellness programs and 47% of you have a formalized wellness committee in place - which is up from 2008 (55%/39%)
- 27% are providing employee health assessments
- 40% are using incentives to encourage participation
- 50% are monitoring benefits usage and only 40% are establishing wellness benchmarks based on health assessments and benefits usage
- The top reason for offering wellness programming was to promote a healthy lifestyle (64%) and increase workplace satisfaction, morale and engagement (46%)
- Corporate Wellness Programs have been found to positively improve employee satisfaction, morale and engagement by 41% of you and 25% of you have found that they reduced overall health risks. Interestingly 25% of you said that it also reduced absenteeism and increased team work and communication

#### The biggest challenges impacting your wellness programming are:

- Lack of corporate awareness of issues (88%), funding (78%) and lack of staff resources to co-ordinate (73%)

#### The biggest health risks were identified:

- Lack of exercise (63%) and lack of stress management skills

We welcome your input, your questions and your best practices.

Thank You For Subscribing,

Beverly Beuermann-King,  
Stress Speaker and Wellness  
Specialist, Consultant and CSP  
(Certified Speaking Professional)

[www.WorkSmartLiveSmart.com](http://www.WorkSmartLiveSmart.com)

"Thank you for allowing me to discover this gem - the timing of its delivery couldn't have been better"  
Shelley, BC

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### **Stress And Wellness Tips Blog**

(<http://stressandwellnesstips.blogspot.com>)

#### **Beverly's Weekly Stress Tips**

Potty Training Month - June  
World Blood Donor Day - June 14  
Leave The Office Earlier Day - June 2  
National Senior Health And Fitness - May 27  
National Employee Health And Fitness - May 20  
Vacation Deprivation - May 11-15

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### **Bring Beverly To Your Workplace**

To view workshops that may be right for your team, visit

[http://www.worksmartlivesmart.com/pages/presentation\\_and\\_keynot](http://www.worksmartlivesmart.com/pages/presentation_and_keynot)

(45%) where identified as stressors for many within their company - which were also the top 2 in 2008

- Also noted was the inability to balance work-life (42%), the inability to re-energize (40%) and poor nutrition (42%)

#### **Program Information:**

- The biggest health risk was identified as exercise and only 50% are addressing this within their company
- Stress was identified as an issue for many (45%) or some (42%) within their company yet only 50% are offering stress management workshops
- 85% of companies said that workplace personality issues were a concern for some or many of their employees and only 25% are offering workshops or information on handling difficult people and conflict
- Elder care and childcare support and information are growing areas of stress that our employees are facing and are still not being offered - currently 8% and 16%
- With 10% of the population going to experience Depression at some point in their lifetime and many others being impacted by it within their families or their workplace we are still seeing only a few (16%) of companies offering Depression Screening or Depression information

#### **Priorities for 2009-2010:**

- Doing a better job of evaluating wellness programs (58%), monitoring benefits usage (50%) and health monitoring (50%)
- 41% will be focusing on work-life balance strategies and 33% on stress management strategies

#### **Beverly's Comments**

Wellness is a commitment. It is a commitment by the individual and by the company.

In the [workshops](#) that I provide, I encourage participants to breakdown what they are experiencing and understand how it is impacting them. From there they need to develop a plan - what are they going to do about it, how are they going to take care of themselves and who is there to support them - This is the S-O-S Principle.

Companies need to follow this same philosophy or they may find themselves along the wrong path with very little positive impact for their efforts. Do you know what your employees are experiencing? Have you done your initial benchmarks by looking at your benefits usage and health questionnaires? Do you know what impact that is having on your company? From there have you developed your plan to fit this information?

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## Hot Topics

[Handling Negative Attitudes and Difficult People](#)

[Finding Work Life Balance](#)

[Workplace Stress](#)

Not sure where to start in your wellness journey?

Beverly can help.

Call 705-786-0437

"Beverly was excellent - highly energetic and inspiring - made me open my eyes to a lot of issues"

Wouldn't you like your team to grow, learn and feel this way?

Address the sources of stress that the employees are facing. Address their reactions to that stress. And find ways to build up the supports that they need to be successful.

If you are reading this e-newsletter, I am probably "preaching to the choir". Most of you may need to just tweak your wellness programs to ensure that your energy is having the desired impact. From what I can see, benchmarking and then evaluating based on these benchmarks, is still one of our weaker areas in providing a comprehensive wellness program. This doesn't have to be a complicated process - for the most part all of the information is there, you just need to gather it together.

The following information, statistics and articles are included to help you determine what sources of stress you might need to address with your employees.

Wishing you much success in your wellness programming.

Beverly

Past Issues of the [Path To Wellness](#) can be found at <http://www.worksmartlivesmart.com/articles/index/Path%20to%20Wellness>

Spring 2009 - Economy and Wellness

Fall 2008 - Going Green

Summer 2009 - Wellness Operating Plan

Spring 2008 - Family Friendly Programs

## Vacation Deprivation

96% of full-time, U.S. workers say it will be equally or more important to find a better work-life balance in 2009, according to a survey from FedEx Office. To achieve better balance:

- 49% plan to take advantage of all their vacation time
- 41% plan to leave work at a reasonable hour
- 36% plan to take lunch breaks on a consistent basis
- 29% plan to avoid doing work at home or during off-hours
- 24% will consider starting their work day earlier in the morning
- 21% plan to take advantage of flex-time options

However, we see from the information below, that even using your vacation time is not always easy.

The **7th annual Expedia.ca/Harrison/Decima** found that 42% of Canadians identified themselves as being vacation deprived with younger workers 18-44 identifying themselves as more vacation deprived than those over 45. Yet, 24% of Canadians do not use all of their vacation time and leave on average 2 days on the table.

- One in five (18 per cent) Canadians feel they need a vacation now more than ever because of the stress from the current economy
- One-quarter (26 per cent) of employed Canadians check their work messages while on vacation (which is up from 16 per cent last year)
- One in five Canadians (21 per cent, up from 20 per cent in 2008) have cancelled or postponed

vacation plans because of work

On average, Canadians receive 18.7 vacation days, with the least number of days given being the US with 13 and Japan at 15. The most vacation days were given to those from France at 38 days. Japan also leaves the most days unused at 7, with the US leaving 3. 92% of the Japanese do not use all of their vacation days as do 34% of Americans.

### **Beverly's Comments**

Vacation benefits are a part of most, if not all benefit packages, however, it is often seen as an inconvenience by some leaders as opposed to a healthy way for employees to de-stress and take care of themselves. As the spokesperson for the 7th annual survey from Expedia.ca, it still amazes me, on the number of people who fail to use their vacation time, take money as a buy out for their vacation time, or check messages while away on vacation. Progressive companies monitor vacation usage and positively encourage their employees to use the time to rejuvenate and regenerate.

### **In The News - Wellness Statistics You Can Use**

The number of **teleworkers** who work remotely at least one day a month has risen significantly according to several surveys. World At Work found that the rate increased by 39% from 2006 to 2008. Telework Trendlines 2009 found that the rate has increased by 17%. Regardless of the rate of increase, working remotely is becoming an important strategy in the attracting and retaining of employees. It has also become a stronger due to the focus on greening our workplaces.

63% of US households have **pets**. Pet Plan USA reports that 1% of pets are insured with about 55% of pets being insured in Sweden. Pet insurance may seem like a 'flavour-of-the-day' wellness program, however, if a significant proportion of your employees have pets, you may be able to offer some financial security during these financially stressful times by offering pet insurance.

**Retirement** is becoming a hot issue as more and more baby boomers come face-to-face with their 65th birthday. A fireman in Winnipeg is fighting the mandatory retirement policy saying that he is healthy and that there is no reason he should retire. Freedom 55 isn't necessarily the goal anymore, with more people expecting to work past the age of 65. (Up from recent years where the age was 61). 41% of pre-retired Canadians in an RBC poll plan on becoming healthier in retirement with 80% of those planning on having a better diet and 79% exercising more. Sun Life Financial reports in their recent survey that only 28% feel very confident they will have enough money to enjoy their desired lifestyle in retirement and only 41% have calculated how much income they'll need to retire.

The 2009 Canadian Health Care Trend Survey found that the overall **health care trend** (including prescription drugs, medical plans, hospital coverage and dental care) continues to increase at just under 15%, up from 13.76% in 2008. The cost increase for medical plans (excluding prescription drugs) has climbed by 14.14% for 2009 from 13.09% in 2008.

A US report by Sanofi-Aventis estimates that **insomnia** accounts for at least \$42 billion in direct and indirect health care costs each year including lost productivity and absenteeism. Those with insomnia miss twice as many work days as those who don't.



## Have You Been? Website Resources Just For You

The [www.WorkSmartLiveSmart.com](http://www.WorkSmartLiveSmart.com) website has all kinds of resources available to help you and/or your team deal with stress.

### Stress Resources

View over 50 **Stress and Wellness Articles** on productivity, balance, workplace wellness and mental illness.

<http://www.worksmartlivesmart.com/articles/index/all>

Find back issues of the **Path To Wellness**. Have you read the last two issues on the Economy and Wellness (Spring 2009) or on Going Green and Wellness (Fall 2008)?

<http://www.worksmartlivesmart.com/articles/index/Path%20to%20Wellness>

Our **Wellness Calendar** contains over 450 links to wellness awareness days, weeks and months. Now it's easier to locate the month that you are looking for.

[http://www.worksmartlivesmart.com/pages/Wellness\\_Awareness\\_Calendar](http://www.worksmartlivesmart.com/pages/Wellness_Awareness_Calendar)

We have added new **Stress Videos**. Find information on everything from napping and stress to dealing with that difficult person in your life.

[http://www.worksmartlivesmart.com/pages/Video\\_Clips\\_On\\_Stress](http://www.worksmartlivesmart.com/pages/Video_Clips_On_Stress)

- Did you miss seeing Beverly on the Global TV Special with Valerie Pringle called Healthy Ever After - visit <http://tinyurl.com/kor9qs> - Beverly's interview was on from 43:08 to 46:12.
- **Watch the newest wellness interview with Beverly at:**  
<http://mavensforge.com/mavens/005/BeverlyBeuermannKing.html>

Part 1: Myths and History of Workplace Wellness

Part 2: Trends In Workplace Wellness

Part 3: The 5 Critical Questions Around Workplace Wellness

Want to find out how vulnerable you are to the impact of stress? Fill out the **Stress Test** and see.

[http://www.worksmartlivesmart.com/pages/Stress\\_Test](http://www.worksmartlivesmart.com/pages/Stress_Test)

## Corporate Consulting

### Sample Wellness Programs

will help to give you some ideas on how to boost your company wellness plan.

[http://www.worksmartlivesmart.com/pages/Sample\\_Wellness\\_Programs](http://www.worksmartlivesmart.com/pages/Sample_Wellness_Programs)

**Wellness Programming Tips** will give you some critical questions to ask when putting your wellness program together. [http://www.worksmartlivesmart.com/pages/Workplace\\_Wellness\\_Tips](http://www.worksmartlivesmart.com/pages/Workplace_Wellness_Tips)

## Meeting Planner Resources

Here you will find Beverly's **Biography, Speaker Introduction, Client List, Testimonials and Photos** all designed to make bringing Beverly to your organization even easier.

## Presentations And Keynotes

More than 30,000 people have taken part in Beverly's presentations. Here you will find **presentation**

descriptions and goals, testimonials, and video clips to help you choose the right presentation for your team. [http://www.worksmartlivesmart.com/pages/presentation\\_and\\_keynotes](http://www.worksmartlivesmart.com/pages/presentation_and_keynotes)

Not sure how to decide on which topic would be the best fit, the **Workshop Audit** may be just the tool. It only takes a minute or two and can ensure that you are meeting the needs of your team. [http://www.worksmartlivesmart.com/pages/Audit\\_Choosing\\_Your\\_Workshop](http://www.worksmartlivesmart.com/pages/Audit_Choosing_Your_Workshop)

### Meet Beverly

If you haven't had a chance to see how **Stress Speaker and Wellness Expert**, Beverly can help your team, visit this link. [http://www.worksmartlivesmart.com/pages/who\\_is\\_beverly](http://www.worksmartlivesmart.com/pages/who_is_beverly)

Not sure what a **CSP** means for your team, this is where you can find out. [http://www.worksmartlivesmart.com/pages/Certified\\_Speaking\\_Professional](http://www.worksmartlivesmart.com/pages/Certified_Speaking_Professional)



### Meeting Planner Gift

**Speaking Of IMPACT** is the voice of the Canadian Meetings Industry and is targeted to those who plan and organize their team's meetings.

**Speaking of IMPACT** is devoted solely to excellence in all aspects of planning and delivering the very purpose of most meetings...the content. This is one of the most valuable resources for professionals in the meeting industry who are committed to providing events and programs with significant and lasting bottom-line value.

To receive your free subscription compliments of Beverly Beuermann-King and the Canadian Association Of Professional Speakers, please visit [http://www.worksmartlivesmart.com/pages/meeting\\_planner's\\_free\\_gift](http://www.worksmartlivesmart.com/pages/meeting_planner's_free_gift)

Beverly is pleased to have accepted the role of Editor for Dec 2008 to Dec 2010. Please send her any feedback that you may have and Enjoy your Subscription!

### CSP - Benefiting You

Beverly Beuermann-King was awarded her Certified Speaking Professional Designation in 2007 and there are less than 45 CSP's in Canada and less than 550 around the world.

This is the highest earned designation of the International Federation For Professional Speakers.

This award is achieved through continuous education, outstanding performance and professional business management.



Visit [http://www.worksmartlivesmart.com/pages/Certified\\_Speaking\\_Professional](http://www.worksmartlivesmart.com/pages/Certified_Speaking_Professional) to see more about this outstanding achievement and what it means to your business.

**Thank you for subscribing and all the best of the summer,**

**Beverly Beuermann-King  
Certified Speaking Professional (CSP)**

## Stress and Wellness Specialist

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Beverly Beuermann-King, Certified Speaking Professional (CSP), is a stress and wellness specialist for R 'n' B Consulting and [www.WorkSmartLiveSmart.com](http://www.WorkSmartLiveSmart.com).

She has been a mental health education consultant to the Canadian Mental Health Association and is a member of the International Stress Management Association. Beverly is a professional designate of the Canadian Association of Professional Speakers, past-president of their Toronto Chapter, the 2008 Convention Volunteer Chair and the Editorial Chair for the Speaking Of IMPACT magazine.

You are receiving this email because you have specifically indicated that you wanted to receive information on Employee Wellness. Please let Beverly Beuermann-King know if you have any questions or comments or if you have a wellness program that you would like to highlight.



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