



Welcome to:

## *Path To Wellness - October 2005 Edition!*

*For leaders who value their team*

Welcome to our **\*\* 3046 \*\*** subscribers from around the world.  
Remember to let us know if you move.

### **Subscriber feedback**

"Good morning Beverly, Thanks for pointing me to all of the great wellness information on your newsletter and website - they are going to help us out a lot.  
Mark, Vancouver, BC, Canada"

**In this feature:**

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This free e-newsletter highlights information on  
employee and corporate wellness for the beginner to the seasoned professional.  
It provides you with how-tos and updates you on significant research  
and statistics that may assist you in your wellness initiatives.  
We welcome your input, your questions and your best practises.  
Thank You For Subscribing,  
**Beverly Beuermann-King,**  
**Work Smart Live Smart ([www.WorkSmartLiveSmart.com](http://www.WorkSmartLiveSmart.com))**

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## **TELECOMMUTING ADVANTAGES AND GLOBAL STATISTICS**

**Research From Gartner.Com**

[http://www.gartner.com/it/products/research/asset\\_129496\\_2395.jsp](http://www.gartner.com/it/products/research/asset_129496_2395.jsp)

This past summer telework has seen increased attention for two reasons:

1. The sudden peak in gas prices
2. The need to disperse workers to keep organizations running after an emergency.

A Gartner study reports that the number of global teleworkers is predicted to reach 41 million by 2008, but there exists a difference between the enthusiasm of the workforce for telecommuting and the degree to which management will allow them to telework.

According to Gartner analysts, at least 40 percent of the work in typical medium to large companies can be done without a physical office presence, at least part of the time.

Telecommuting does not mean an employer loses control of their workers. Workers that use computer technology in the performance of their jobs can be tracked and managed remotely.

#### **Advantages of Telecommuting:**

1. Telecommuting reduces the need to build, operate and maintain costly office buildings and to burn fuel to heat or cool those buildings.
2. Telecommuting is competitively superior to forcing employees to sit in traffic.
3. Telecommuting keeps employees productive through rain, snow, hurricanes, floods or earthquakes, while office-based companies grind to a halt.
4. Telecommuting can reduce or eliminate the cost of relocating existing and new employees.

## Telecommuting Statistics

Based on more than 8 hours per week:

- Globally there will be 41.39 million people teleworking or about 1.4% of the world's employed population by 2008
- The United States is and will be the world's leader in telework. It is estimated that they will have about 13.25 million people teleworking or 9.9% of their employed population by 2008
- Canada will have about 1.21 million people teleworking or about 8.4% of employed Canadians by 2008
- Western Europe will have about 10.17 million people teleworking or 7% of their employed population by 2008
- Asia Pacific will have about 6.73 million people teleworking or 0.4% of their employed population by 2008
- In Japan, commuter traffic is so bad that the government has a special commission to encourage workers to stay home. They will have about 6.41 million people teleworking or about 11.1% of their employed population by 2008
- Between 2003 and 2004, the amount of employers who offered compressed workweeks rose 10%, job sharing rose by 26%, and telecommuting increased by 22%. *CTA (Canadian Telework Association)*
- A 2004 Catalyst Survey showed that, of those polled, 51% of women and 43% of men would like to be offered more telework options and flexibility in their work schedules. *CTA*
- A March 2004 survey, by the Employment Policy Foundation, found that telecommuters handled 26% more calls and brought in 43% more business than at-office workers. This study also found that 65% of current jobs are amenable to telework.
- According to a 2001 report by the Cutter Consortium LLC, the majority of Fortune 1000 firms offer some form of telework but only 1-5% of employees participate in the programs. Experts say that one of the greatest factors contributing to this fact is the reluctance of management.
- The May 2003 Telework Survey, by The Telework Coalition, reported that 69% of those polled reported that the main reason for implementing

new telework programs was "Requests from Employees" and 44% said "Financial Benefits to the Company".

- Between 2003 and 2004, the largest increase in the number of teleworkers (57%) occurred in medium sized business (100-999 employees). *ITAC (International Telework Association and Council)*
- The 2004 Flexible Working Survey, by Netilla Networks, questioned commuters about telecommuting and found...
  - 80% claim it would make their life less stressful,
  - 74% claim it would enhance their relationship with their partner,
  - 70% felt if they were trusted to work in a flexible environment their productivity would improve, and
  - 67% said telework would make them more loyal to their employer.
- According to the Oct. 2001 Telework America Statistics released by ITAC, a typical teleworker works 1+ days a week away from the traditional office environment, has a college education, is 35 to 40 years of age and married, and earns over \$40,000 annually.
- The Fishwrap Telecommuting Index reported that the 19.6 million telecommuters in Jan. 2001 reduced greenhouse gas emissions by 39,000 tons of hydrocarbons; 590,000 tons of carbon monoxide; and 31,000 tons of nitrogen oxide each day they did not drive to work.
- An Oct. 2000 survey by The Gallop Organization and Opinion Research Corporation found that teleworkers have 22-45% higher productivity levels than at-office counterparts.
- July, 2002 Information Technology Association of America; Anytime, Anyplace, Anywhere Report, based on a survey of 1000 registered voters, outlines the changing face of work. Here are some of the findings:
  - 54% think telecommuting would improve the quality of their lives.
  - For those with a 1+ hour per day commute, this view jumps to 66%
  - 36% would choose telecommuting over a pay raise
  - 6% think that the quality of work would improve if they were able to telecommute.

## **DOMINANT MARKET ACCELERATORS** - [Gartner.com](http://Gartner.com)

The following market accelerators will influence the growth of teleworking worldwide:

- The increasing availability of high-bandwidth access to homes in the more developed industrial nations will drive the spread of new teleworking programs and the extension of teleworking programs as a result of faster access options to a wider range of applications.
- Greater carrier and operator investment in suitable access infrastructure in the less technologically developed areas of the world.
- Increasing pressure, in terms of national and regional legislation, for businesses to offer the option of flexible working.
- Increasing pressure from employees for flexible working options to improve their effectiveness and work-life balance. Employees will put increasing pressure on companies to work at least one day a week from home.
- Increasing environmental pressure, both globally and nationally, to reduce congestion and pollution caused by mass commutes, coupled with the inability of transportation infrastructure to keep pace with the urban population.
- Reduction in the total cost of ownership (TCO) for equipment and services required for secure remote access to corporate networks.
- Increased availability of secure, reliable national and international managed access services from operators and service providers.

## **DOMINANT MARKET INHIBITORS** - [Gartner.com](http://Gartner.com)

The following are potential market inhibitors to teleworking worldwide:

- The patchy availability of broadband access as a faster and more flexible alternative to traditional dial-up remote access. This is not a universal inhibitor, but it will be an issue for those teleworkers that expect to operate complex applications at network speeds while working from home. Gartner Dataquest research has shown that a high proportion of teleworkers are prepared to accept some reduction in performance in exchange for the flexibility that teleworking offers. This will be of

greater significance in areas where basic rate ISDN is not available as a faster dial-up alternative to traditional analog modems.

- The sluggish expansion of managed remote access services from carriers and service providers to equip and support global teleworking projects. The managed access alternative removes the need for companies to find in-house resources to support and service a potentially global teleworking staff.
- The inability of national and international carriers to finance the upgrade of existing communications infrastructure to a level that will realistically support teleworking.
- The lack of available corporate budget for remote access equipment and support.
- The reluctance of management to move from a time-based to objective-based approach, where the individual has greater freedom but also greater responsibility for achieving set objectives. Although the objective-based system requires greater trust between the management and teleworking staff, it can also lead to improved productivity, as the weight of personal responsibility tends to focus the mind on work.
- A lack of commitment from national governments and wider regional organizations to improve the working conditions of employees and to tackle issues of pollution and congestion. As there is nothing so enticing to businesses as a government funded or subsidized scheme, the lack of such incentives encourages reluctant managers to shelve teleworking initiatives.

## **GARTNER TELECOMMUTING RECOMMENDATIONS - [Gartner.com](http://Gartner.com)**

### **Governments**

Governments that wish to tackle the issues of urban congestion, rising levels of pollution and a heedless consumption of non-renewable fuel need to provide solid financial and legislative backing to their statements of intent.

### **Companies**

Companies that aim to provide a teleworking option —as a means to encourage a healthy work-life balance and retain key workers, for example — need to:

- Create strategies that ensure teleworking programs are set up in a controlled and secure way.
- Develop a teleworking policy that lets all teleworkers know exactly where they stand and what best practices they are expected to adhere to.
- Be clear on how to assess the achievements of a worker who is not always physically present. This is important to maintain both the ability to manage and the presence of the teleworker as an active member of the team.
- Lay down good foundations before expanding the program. This should include provision of the necessary equipment and support, working practices, management practices and a means of assessing how the program is progressing before opening it up company-wide.

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## TELECOMMUTING IN THE NEWS

- **WORKING FROM HOME MOST DESIRED FAMILY FRIENDLY JOB PERK**

[Career Builder Inc.](#) reports 87% of the 1,862 workers they polled were seeking or had sought companies that were flexible, supportive and understanding of personal and family needs. Four out of five said they expect at least some flexibility when it comes to arranging daily work schedules. Three-fourths said the ability to work from home was their most desired family-friendly job perk.

- **COMPANIES FAIL TO TAKE CARE OF TELEWORKERS**

A recent survey of IT directors in the UK finds that 35% of companies are failing to involve health and safety measures when employees work from home. These include the failure to carry out risk assessments, provide adequate information or enforce regulations.

- **LAPTOPS ARE BECOMING THE HOT COMMODITY**

Portable computers offer the ideal solution. They can hook into docking stations at work and then be taken home. This way, companies have greater control over sensitive data and virus protection. Companies are beginning to weigh the costs of new laptops against the perils of commuter traffic and real estate costs for office-based workers.

- **THE HIGH COST OF COMMUTING**

[SmartCommute](#) - Study shows that long or stressful commutes can hurt overall productivity and the quality of the work environment. SmartCommute found that if a commuter requires 15 minutes each day to de-stress from his or her commute, it will cost the company \$937 per year per commuting employee.

- **HOME-SOURCING**

CRM Daily - January 2005 - The call-center industry is looking for new and innovative ways to increase quality and reduce costs of their services. One such a way is called Home-Shoring or Home-Sourcing. It refers to agents who work from home. Companies reported better performance and decreased turnover when they provided the ability to work from home. Other advantages included the ability to tap into agents with specific skill sets who may not live in the immediate area of the call center. Advances in telephone technology, such as IP based telephony, support this growing trend.

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**TELECOMMUTING AT WORK - A TRANSPORT CANADA INITIATIVE**

[http://www.tc.gc.ca/TCEXpress/20020102/en/ei01\\_e.htm](http://www.tc.gc.ca/TCEXpress/20020102/en/ei01_e.htm)

What superhero reduces greenhouse gas emissions by more than 20 per cent, overcomes gridlock faster than a speeding train, and leaps over distraction barriers in a single bound? Hint: Often seen wearing pajamas while on the job...

It's not a bird. Nor a solar plane...It's the Telecommuter!

A survey of Transport Canada employees who telecommute three days a week experienced a

- 46% decrease in stress,
- 45% increase in job satisfaction, and
- 30% increase in job productivity.

In addition, telecommuting provides an opportunity to create a more harmonious balance between home and work commitments.

Kim Ogilvie from Programs Branch in the Pacific Region telecommutes two to three times a week from her home in Langley. "I did the math and found after considering gas, public transit fares, parking at the park and ride, and daycare, I was spending almost \$50 a day of after tax dollars commuting into the office. Now I spend nothing on those days except three more hours with my family, " Kim explains.

As Transport Canada continues to take a leadership role to meet Kyoto Protocol targets to reduce GHG emissions. Transport Canada's initiatives like the **Green Commute Program** are intended to help employees become more aware of their travel habits, and in turn, make more sustainable transportation choices. For every day that the car is left at home, an individual's GHG emissions are reduced by almost 2 kg for a total reduction of over 800 kg per year.

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**TELEWORKING - REDUCING YOUR STRESS DUE TO TECHNOLOGY**

With the pace of technological change these days, many people feel stress due to technology. Here are some tips on reducing the stress you might feel when buying, learning or using technology.

### **Buying Technology**

When thinking about any technology purchase, first make a list of what features you need and what are optional features. Don't restrict your list to what you currently do, try to predict what you will need in three to five years.

Then, before you head to the store, do your research at a relaxed pace where you have time to consider your options outside of the frantic pace of a store. Put on some relaxing music and head for the Internet to do some research (stores play up beat music loudly to heighten the tension you feel and help push you to a quicker decision). Some of the destinations you should check out on the web include independent sites that review technology such as CNet, PC World magazine, PC Magazine and Mac World. Use the features of these sites to compare the different products that are available. When you find a product that you think meets your needs, go to the manufacturer's web site and view the user guide for the product (most are available online now). Make sure you can understand it and the features work the way you expected them to.

If you are unfamiliar with the technology you are looking to buy, ask for help. Don't let your pride get in the way. Ask friends and family who have already purchased what you are looking for who they know that has knowledge about that area. Don't be surprised if it turns out to be someone's teenager! Kids today pick up on new technology at lightning speed because it is all they have ever known. Remember to look for someone who focuses on your list of needs, not someone who is just interested in the latest and greatest available. Trusting this advisor is the most important aspect of your search. It is unlikely that a salesperson can fill this advisor role.

With this research and advice in hand, you can then head to the store as an informed consumer, with a much better chance of making a good decision.

## **Learning Technology**

Once you have purchased some new technology, you need to learn how to use it. If you don't count the learning in your overall decision, you are bound to end up more stressed over wasting money on technology you never use. The investment in training pays off in less stress and more productivity. There are many resources available for learning technology. One will fit your learning style better than another.

You can take a course at a local school or training center. This experiential way of learning can help you also identify local resources, such as the instructor or a fellow student, who you can ask for help in the future. You can follow the tutorial that came with the technology, whether it is computer based or video based. These step by step resources usually give you reference material to look at later when you can't remember how to do something with the technology. You can also buy a book on using the technology. This reference resource can be a handy way to look up things on a regular basis. When you go to the bookstore, don't just grab the first book you see or the best selling title. Leaf through the different choices to find one that you can understand and is organized so that you can find things quickly without additional stress. Also consider quick reference guides that can sit beside your desk or table and provide a "cheat sheet" for the technology.

## **Using Technology**

Once you have learned the technology, you have to use it or else you will forget it and create stress from not remembering how to use it. Dedicate time to practice with the technology. Find uses for it so that you build a habit of using the technology (experts suggest that if you do something for 21 consecutive days, you have a great chance of it becoming an enduring habit). Even though you have invested time in learning the technology and practicing, don't think everything will be smooth sailing. Expect that there will be frustrating times when using the new technology. But don't stress when something goes wrong, just go back to the reference material you have and find out how to do what you need to do. If the technology has settings, learn how to cancel a change in settings or undo what you have done. Then you can start again and learn how to do it properly. You will be successful and you should celebrate each step along the journey. Give yourself small

rewards for accomplishing something new with your technology or remembering how to do a specific task.

Technology, like most other things in our lives, can be extremely beneficial, but can lead to stress and we buy, learn and use it. Use the ideas above to reduce the stress you feel due to technology.

Dave Paradi is known as The PowerPoint Lifeguard because he rescues speakers and their audiences from "Death by PowerPoint". Dave is the author of "Guide to PowerPoint" in the Prentice Hall Series in Advanced Business Communication. His consulting, workshops and learning tools help organizations improve the profitability of their PowerPoint presentations. Learn more at <http://www.PowerPointLifeguard.com>. ©2005 Dave Paradi

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### ***WASTING TIME AT WORK COSTING BILLIONS - [Salary.com](http://Salary.com)***

According to a new survey by America Online and Salary.com, the average worker admits to wasting away 2.09 hours per 8-hour workday, not including lunch and scheduled break-time. As a matter of practice, companies assume a certain amount of wasted time when determining employee pay. However, the America Online / Salary.com survey indicates that employees are wasting about *twice* as much time as their employers expect. Salary.com calculated that employers spend \$759 billion per year on salaries for which real work was expected, but not actually performed.

#### **Waste Management**

- 44.7% of the more than 10,000 people polled cited personal internet use as their #1 distraction at work
- Socializing with co-workers came in second at 23.4%
- Conducting personal business (6.8%), "spacing out," (3.9%) running errands (3.1%), and making personal phone calls (2.3%), applying for other jobs (1.3%), and arriving late or leaving early (1.0%) were the other popular time-wasting activities in the workplace

33.2% of respondents cited lack of work as their biggest reason for wasting time. 23.4% said they wasted time at work because they feel as if they are underpaid or not enough after-work time (12%)

### **Employers Expectations**

According to a Salary.com follow-up survey of Human Resource managers, companies *assume* that employees will waste 0.94 hours per day. They take this into account when they do their compensation planning. However, those managers privately *suspect* that employees waste 1.6 hours per day. In fact, employees *admit* to wasting 2.09 hours per day.

### **Who Wastes The Most Time?**

\* *Men vs. Women:* Men and women waste about the same amount of time per day. This, despite the fact that most HR managers surveyed suspected that women wasted more time at work than men.

\* *Youngsters vs. Seniors:* Age, on the other hand, seems to be a significant factor. While older employees (55 years and older) reported wasting about half hour per day, middle aged workers (30-44 years old) reported about 1.6 hours per day of wasted time and employees in the 20-25 years old range reported wasting about 1.95 hours daily.

\* The top five industries suffering from "presenteeism" were insurance (2.5 hours per day), public sector (2.4 hours), research and development (2.3 hours), education and software development and internet (both 2.2 hours).

\* The top time-saving industries were shipping and receiving, manufacturing, healthcare, and banking and finance, all of them with less than 2 hours per day of wasted time.

### **Costly Business**

The average yearly American salary is \$39,795 per year - or \$19.13 per hour. If the average worker wastes 1.15 hours *more* than employers suspect, per 8-hour work day, that adds up to \$5,720 per year, per worker in wasted salary dollars. So with the American workforce 132 million (non-farm) employees strong, the total in lost salary dollars adds up to \$759 billion per year.

Knowing the reasons for wasting time gives managers a good tool to increase productivity. Many studies have shown that employees are most productive when they feel that their effort is recognized. If "not having enough work" is really the cause, evaluating workload and staffing levels may help distribute the work in a more efficient way.

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## **WELLNESS PROGRAM HIGHLIGHT FOR SMALL (VERY SMALL) TO LARGE (VERY LARGE) COMPANIES**

### **COUNTER STRESS WITH PILATES FOR BODY AND MIND**

Pilates is an organic approach to the mind/body relationship. An amalgam of both eastern and western disciplines, Pilates is both an effective tool for meeting daily physical activity needs as well as reducing stress levels.

Pilates as most of us know has become very trendy in the last few years, revealing it to be the latest fad in the field of health and fitness. However, Pilates has been serving the North American population since the 1920's and is here to stay!

The preferred exercise of the stars, Pilates is available to people of varying size and age, and is effective for those with physical restrictions - scoliosis, frozen shoulders, herniated discs, etc. - who are unable to perform optimally in other forms of exercise. Pilates is also highly effective for rehabilitative purposes (accident and injury recovery).

A body that is free of pain and restriction enables a clear and focused mind, free of stress and anxiety.

The essence of Pilates is to strengthen the core: the deeper muscles of the body found throughout the vertebral column, pelvis, abdominals, and shoulders. By conditioning the muscles of the deeper body new neural

pathways are formed and connected and an overall feeling of well being is achieved and maintained.

### **The benefits of Pilates:**

- Stimulates circulation thus supplying more oxygen to the entire body, increasing focus and energy levels and in turn, decreasing stress levels.
- Strengthens the abdominals, which takes stress off the lower back and neck.
- Strengthens the body, which makes it less vulnerable to injury.
- Identifies negative habitual movement patterns and works to eliminate them; e.g., constant lifting of the shoulders when reaching across the desk, standing on your heels, walking with your weight on the outside of your feet, overall poor posture, etc.
- Increases flexibility, coordination, and alignment.
- Sharpens one's awareness and brings an overall feeling of well being to the body.
- Tones and slims - buttocks, abdominals, under arms (triceps), inner thighs, and hips.

Today many employers are offering "wellness" packages as part of their benefits package in attempt to mitigate the rising levels of stress in the workplace. It is easy to implement a fitness regime such as Pilates. To find a qualified instructor one should visit the Pilates Method Alliance (PMA) website: [www.pilatesmethodalliance.org](http://www.pilatesmethodalliance.org) and do a search for an nearby instructor. As most instructors are freelancers, many will welcome the offer to teach a corporate group class. A simple call is all it takes!

Samantha Clayton-Carnes is a freelance Pilates Instructor in Toronto and a member of the PMA. [Samanthaclayton17@hotmail.com](mailto:Samanthaclayton17@hotmail.com) or 416 461 7848

### **WHAT IS AN ONSITE SPA?**

An onsite spa or mobile spa is a company that brings various spa services on location directly to their clients. Onsite spas are very popular south of the border and are becoming a growing trend here in Canada. The benefit being they come directly to the client.

Onsite spas provide many of the same services offered in a regular spa environment such as manicures, pedicures and massage. More holistic mobile spa companies also offer services such as shiatsu massage, reflexology and reiki.

Onsite spas are convenient. They bring all of the necessary supplies and equipment needed. The client enjoys a spa treatment without ever leaving their home, office or any location where the services are requested. Mobile spas take the stress out of organizing an event because they do everything for you. The organizer would simply call the mobile spa of their choice, provide such details such as the date of the event, how many people will be in attendance, the location, and the services requested and the mobile spa coordinator would book the necessary practitioners for the event. They would show up slightly early to set up and be ready to go at the designated time. It's as simple as that.

Onsite spas can be used in many circumstances such as: corporate wellness programs, employee appreciation days, trade shows, product launches etc.

Clients who have requested mobile spa services enjoy being pampered in an environment that is comfortable and familiar. They feel relaxed and rejuvenated. Corporate clients who hire mobile spa companies to implement an ongoing workplace wellness program will notice happier and more productive employees.

Latoya Dickenson is the owner of *Ambiance Onsite Spa Services*; a mobile spa company providing wellness solutions to both corporate and individual clients in the Greater Toronto and surrounding areas. Latoya Dickenson 416-557-5572 Email: [info@onsitespa.ca](mailto:info@onsitespa.ca) Website: [www.onsitespa.ca](http://www.onsitespa.ca)

**Please send in highlights from your impactful wellness programs and we will highlight them in upcoming issues of this newsletter.**

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**BONUS**

**WELLNESS AWARENESS DAYS, WEEKS AND MONTHS**

To view the complete list of more than 375 National and International celebrations visit [www.WorkSmartLiveSmart.com](http://www.WorkSmartLiveSmart.com)

## October

- Breast Cancer Awareness Month (<http://www.cancer.ca>) (CND) - (<http://www.nbcam.org>) (US)
- Celiac Awareness Month (<http://www.celiac.ca>) (CND) - (<http://www.csaceliacs.org>) (US)
- Flu Prevention Month (<http://www.lung.ca>) (CND) - (<http://www.lungusa.org>) (US)
- Occupational Therapy Month (<http://www.caot.ca>) (CND)
- Halloween Safety Month (<http://www.preventblindness.org>) (US)
- Talk About Prescriptions Month (<http://www.talkaboutrx.org>) (US)
- Persons Day in Canada (<http://www.swc.cfc.gc.ca> - Oct 18, 2005) (CND)
- World Mental Health Day (<http://www.wfmh.org/> Oct 10, 2005)
- National Depression Screening Day (<http://www.mentalhealthscreening.org> - Oct 6, 2005) (US)
- Healthy Workplace Week (<http://healthyworkplaceweek.ca> - Oct 24-30, 2005) (CND)
- Mental Illness Awareness Week (<http://www.cpa-apc.org> Oct 3-9, 2005) (CND) - (<http://www.psych.org>) (US)

## November

- CPR Awareness Month (<http://www.heartandstroke.ca>) (CND)
- Crohn's and Colitis Awareness Month (<http://www.ccfc.ca>) (CND)
- Diabetes Awareness Month (<http://www.diabetes.ca>) (CND) - (<http://www.diabetes.org>) (US)

- Huntington's Society Amaryllis Month (<http://www.hsc.ca.org>) (CND)
- National Alzheimer's Disease Awareness Month (<http://www.alz.org>) (US)
- National Family Caregivers Month (<http://www.nfcacares.org>) (US)
- Day For Tolerance (<http://www.unac.org> - Nov 16, 2005) (CND)
- National Home Fire Safety Week  
(<http://www.safety-council.org> Nov 24-30, 2005) (CND)

## December

- Mothers Against Drunk Drivers Red Ribbon Campaign (<http://www.madd.ca>) (CND)
- National Drunk and Drugged Driving Prevention Month (<http://www.3dmonth.org>) (US)
- National Stress-Free Family Holidays Month
- National Hand Washing Awareness Week (<http://www.henrythehand.com> - Dec 4-10, 2005) (US)

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## STATISTICS:

In celebration of **October's focus on Mental Health and Workplace Wellness** link here to the October 2004 Path To Wellness for a few statistics to ponder.

Click here to link to a related [Depression](#) article including useful screening tools.

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## UPCOMING WELLNESS EVENTS:

- Beverly will be presenting her wellness workshops in

- **Winnipeg, Manitoba from November 8-10, 2005**
- **Vancouver, British Columbia from March 8-10, 2006**
- **Ottawa, Ontario from April 29-May 2, 2006**
- **Calgary, Alberta from June 5-8, 2006**

If you are interested in arranging a workshop for your team during one of these dates in one of these locations, please feel free to contact Beverly at 705-786-0437

- The Canadian Institutes of Health Research has committed \$3.5 million over the next five years for Canadian research into workplace mental health. The agency wants employers - large and small, government and private - to allow their work environments to become a "testing lab" and will issue a call for research proposals, he said. The study would bring a Canadian perspective to the Harvard Medical school study on depression in the workplace conducted by Dr. Ron Kessler and published last year. The researchers were seeking 65,000 subjects to take part in the Canadian arm of the study.
- **Our Special Thank You To Our Subscribers from *Work Smart Live Smart™*. Save 10% off the full workshop fee if you book a *Stress and Depression* or *Stress Busters Lunch 'n' Learn* as part of your celebration of Mental Illness Awareness Month - October and November. (Applicable on new bookings only). If you are interested in bringing one of these workshops to your location, please email Beverly at [info@worksmartlivesmart.com](mailto:info@worksmartlivesmart.com) and she would be glad to co-ordinate this with you. To select other workshop topics that may be right for your location, please visit <http://www.WorkSmartLiveSmart.com>**
- ***Work Smart Live Smart™* Contest closes October 31 - go to <http://www.WorkSmartLiveSmart.com> and enter now - Good Luck!**

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## RESOURCES:

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

- *Compilation Of More Than 175 Wellness Programs And Activities*
- *Compilation Of More Than 375 National and International Wellness Days, Weeks and Months*
- *Sample Employee Wellness Questionnaire*
- *Free Wellness Articles for use in employee newsletters*

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**REPRINT:**

Please feel free to use any of this information for employee newsletters or for justifying new programs. All we ask is that you note the source - **Path To Wellness**, October 2005 - Beverly Beuermann-King  
[www.WorkSmartLiveSmart.com](http://www.WorkSmartLiveSmart.com)

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**If you didn't receive the Fall 2005 Workshop mailing from Work Smart Live Smart, please email your complete mailing address in order to receive our Spring 2006 information.**

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**COMMENTS/SUBMISSIONS/PROGRAM HIGHLIGHTS:**

If you would like to submit an article/a how-to/or a how-you-went-about/or highlight an upcoming wellness event, please send Beverly your information at [info@WorkSmartLiveSmart.com](mailto:info@WorkSmartLiveSmart.com)

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## ABOUT THE AUTHOR:

Beverly Beuermann-King is the owner and stress and wellness specialist for [Work Smart Live Smart](#) and has been the mental health education consultant to the Canadian Mental Health Association. Beverly is also a professional designate of the Canadian Association of Professional Speakers and board member of the Toronto Chapter.

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## NEXT ISSUE

January 2006

**Wishing You A Happy and Safe Fall!**

**Beverly**