

Wellness & the City of Eden:

The Past, Present, and Future of Health
and Wellness for City Employees

+ What is Health?

- The state of being free from illness or injury

6 Types of Health That Make Up Who We Are



+ Chronic Diseases

■ Diabetes

- Excess body weight
- Physical inactivity
- Poor diet
- Genetics

■ Asthma

- Indoor/outdoor allergens
- Tobacco smoke
- Chemicals
- Air pollution
- Genetics

■ Hypertention

- Smoking
- High sodium diet
- Physical inactivity
- Excess body weight
- Genetics

■ Hyperlipidemia

- Excess body weight
- Poor Diet
- Physical inactivity
- Genetics



How Can a Health Coach Help?

+ Health Coaching



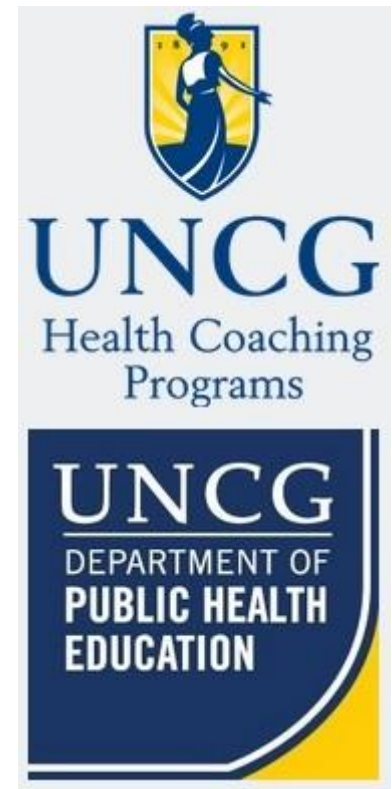
What is a Health Coach?

A Health Coach is a wellness authority and supportive mentor who motivates individuals to cultivate positive health choices. Health Coaches educate and support clients to achieve their health goals through lifestyle and behavior adjustments. Proper health coach training programs and health coach certification ensure that Health Coaches know how to work with diverse groups of people and equips them with the tools necessary to best fit the needs of their clients.

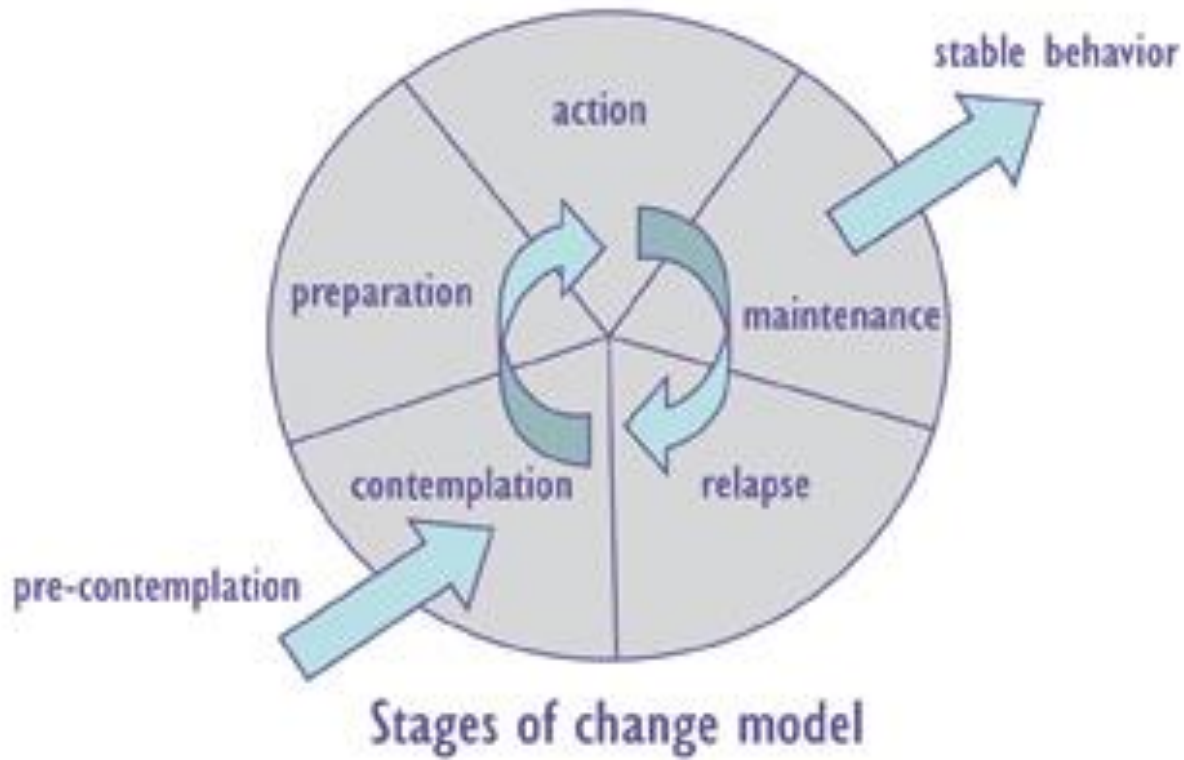
“The primary objectives of health coaching are to educate the patient regarding self health management and to encourage patients in taking a more proactive role in staying healthy.”-*Medical Economics*, Nov 2010

+ Training @ UNCG

- Review behavioral theories/models
- Motivational interviewing and coaching
- Guiding style of communication
- Discover resources and tools to aid in coaching



+ Transtheoretical Model



+ Motivational Interviewing

- Motivation to change is elicited from the client, and not imposed
- It is the client's task, not the coaches, to articulate and resolve his or her ambivalence
- The coaching style is generally a quiet and eliciting one
- The coach is directive in helping the client to examine and resolve ambivalence
- Readiness to change is not a client trait, but a fluctuating product of interpersonal interaction



+ SMART Goals



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+ Health Coaching at the City
of Eden

+ Client Meetings

- How are meetings set up?
- Who can schedule a meeting?
- What can an employee expect from a meeting?
- Ex: current client meetings



"Just a salad for me. A vanilla ice cream salad with hot fudge dressing and marshmallow croutons."

+ Current Wellness Offerings

- Lunch and Learns
- Snack and Learns
- Summer/Winter Fitness Program
- Walking Club @ Freedom Park
- Health Fair
- Newsletter
- Pinterest Board <https://www.pinterest.com/cityofedenwelln/>



+ Blood Work Review

- This profile consists of the following blood tests:
- CBC – Checks your blood count and could indicate problems with your spleen or possible internal bleeding for example ulcers.
- Chem. Profile – Checks your sugar level, kidney function, liver function, cholesterol (including good, bad and triglycerides), and electrolytes like sodium and potassium.
- TSH – (Women only) checks the thyroid function.
- PSA – (Men 40 or over) checks for prostate cancer.
- **This is free to all employees and retirees and their dependents 18 and over on our health insurance.**



City Employee Participation

+ Involvement in City activities



- Lunch and Learn: 60-70 at last event
- Snack and Learn: 26 City, 60 Public Works
- Walking Club: 4 participants during the first week
- Client Meetings: Average 2-4 in person, 5+ email

+ Free Diabetic Medication Program

- Employees that meet with the health coach on a regular basis (no more than 4x a year required) can receive diabetic medications and supplies for FREE.
- 33 diabetic, 6 participating (3 members upcoming)



How Will We Improve Outcomes
and Increase Participation?

+ New Wellness Initiatives

- Yoga/Pilates Classes
- Specific Disease Targeted Classes
- City Competition
- Changes to Work Culture
- Points System



+ Fitness Classes



- Classes that meet once/week and target specific needs, i.e. yoga, pilates, zumba
- Classes that can suit a wide range of physical abilities
 - Age
 - Body type
 - Flexibility
- Flexible schedules
- Guest Instructors

+ Disease Specific Classes



- Classes tailored to provide education to specific diseases
 - Diabetes
 - Hypertension
 - High Cholesterol
 - Asthma
- Quarterly Meetings
- Guest Speakers
- Outside Materials

+ City Competition



- Competition between City of Eden employees and City of Reidsville employees
- Distance walked, weight loss
- Kick off to begin competition
- Expand to community engagement

+ Changes to Work Culture



- Replace unhealthy items in vending machine with healthier foods
- Spend time during breaks doing more physical activity
- More literature about smoking cessation
- Department Head Involvement
 - Promote health within department
 - Allow employees time to visit with Health Coach

+ Points System



- Way to promote wellness by using a system that can impact money paid on insurance plan
- Points per activity
- Lack of points = penalty
- Surplus points = incentive

Print First & Last Name: _____



2015 Wellness Credit Form

January 1, 2015 – December 31, 2015

Employees, spouses and retirees on the City’s health insurance plan must earn a total of 8 points by December 31, 2015 to qualify for the wellness benefit. Turn in your completed form to HR or the Health Coach by December 31st, 2015 to qualify.

Coach Initials	Date(s) of Activity	Point Value	Wellness Activity
	1. _____ 2. _____ 3. _____ 4. _____	4 points	Actively working on goal(s) with Health Coach by meeting with Coach at least 4 times this year (meetings can be by phone or in person)
		4 points	Quit using tobacco by December 31 st , 2015 (It is recommended that you meet with the Coach to stay on track with your goal. More free tools available at www.quit.com)
		2 points	Complete health screening (City sponsored or otherwise) and bring labs to the Health Coach or complete a preventative exam (ex. mammogram, colorectal cancer, dental cleaning, eye exam, pap smear, physical etc.)
		2 points	Non-tobacco user in the past 12 months
		1 point	Track Improve Nutrition for 3 weeks (ex. increase veggie intake, decrease portion size, avoid added sugar, cut back/out soda, drink more water)
		1 point	Exercise Regularly (tracking exercise for 3 weeks)
		1 point	Participate in wellness class (onsite or online, EduGames available at www.Healthgram.com)
		1 point	Self-Care (Track waist circumference, weight, blood pressure, blood glucose etc. regularly)
		1 point	Volunteer Work (donate blood, volunteer at a food bank, school etc.)

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“What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?”

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Questions? Comments?

