



# Champion wellness

## Wellness Champion Guide

Make your workplace a healthier place

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# Unleash your inner Wellness Champion

At Aetna, we're helping to create a healthier world, and that includes your workplace. But it takes leadership from within your organization. People who value good health and a fuller life. People who want to help their friends and coworkers live well and feel good, too. It's these Wellness Champions who help us build a healthier workplace.

**And you can be one of them.**

# Help build a healthier workplace

Inside this guide, you'll find a monthly package of resources to help you inspire others to make healthy changes in their lives.

## The role of a Wellness Champion

A Wellness Champion can be a single person or a team of people. The goal is to help your organization become a healthier place. Wellness Champions often help plan or promote programs, such as:

- Health coaching services
- Medical screenings
- Learning seminars
- Onsite fitness programs
- Changes to the workplace that improve employee health

## What Wellness Champions may do

- Be an “ambassador” for well-being programs or health events
- Be a person to contact about a well-being program or service
- Put together programs and share their benefits with other employees

## What Wellness Champions are

- Fired up about their own health and helping to improve the health of others
- Already encouraging friends and fellow workers to join well-being programs
- Leading or taking part in well-being programs or meetings
- Eager to help others reach their health and well-being goals

## Take action

- Speak with your manager about becoming a Wellness Champion.
- Let other employees know about your new role as a Wellness Champion.



**Say “yes”**  
to becoming a champion  
in your workplace

# Workplace wellness

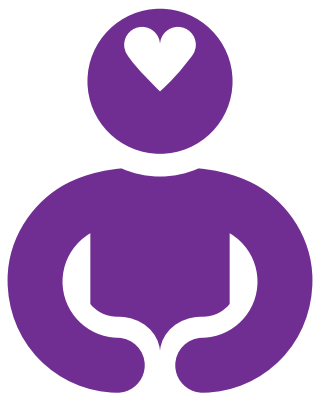
## Why it matters

- Better workplace wellness can carry over to the rest of life and help improve health.
- Long-term conditions are closely linked to people's lifestyle habits. Changing those habits can lead to prevention of many conditions.
- Health issues can affect how people perform on the job and how often they show up for work. Studies have shown that healthy employees come to work more often and get more done.
- Well-being programs can help organizations save money by reducing health care costs.

## The Employee Wellness Committee

The Employee Wellness Committee is a group of people with one common goal. They all want to improve the health and well-being of those in their workplace. The committee includes people from many levels and departments of the organization — including Wellness Champions.

The Employee Wellness Committee meets often to discuss specific topics and action items. Their mission is to keep the organization's health programs moving forward.



## Key actions for the committee

- Developing the vision and goals for the employer's health strategy
- Looking at the needs and interests of employees
- Planning wellness activities and events
- Promoting programs to fellow employees
- Measuring the impact of the program

## Health promotion programs and activities

Health promotion programs and activities are ways of helping people live healthier lives. They can include health fairs, biometric screenings, flu shots or health education classes. They may also be team challenges or coaching programs. The goal is to help people stay healthy, get healthy or manage a long-term condition.

These programs and activities often focus on eating well, staying active or managing weight. Some deal with stress, diabetes or high blood pressure. Others help people quit tobacco.

## Create excitement around wellness

You'll want to create excitement and get others to take part. Plus you might get involved in putting together a program that is close to your heart. You may also want to help measure its success afterward.

On the next page are some ways to create a healthier workplace. Maybe you can think of others.

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## Wellness Champions are advocates for healthier living

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# Ideas you can support and promote

Eating healthy	Staying active	Managing stress	Quitting tobacco
<ul style="list-style-type: none"> <li>• Use signs and posters in the cafeteria to promote eating fruits and veggies.</li> <li>• Host a class on better eating habits or provide a healthy food demonstration.</li> <li>• Send healthy food messages to employees through flyers or emails.</li> <li>• Plan a healthy potluck event.</li> <li>• Encourage employees to offer only healthy snacks and water during meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Create and post signs at elevators to encourage use of the stairs.</li> <li>• Start an employee walking club during lunch.</li> <li>• Encourage employees to host walk-and-talk meetings.</li> <li>• Provide tips and messages that fire people up to get more active.</li> <li>• Host a physical activity lunch-and-learn program.</li> </ul>	<ul style="list-style-type: none"> <li>• Promote the employee assistance program to your fellow workers.</li> <li>• Encourage employees to take relaxation breaks during the day. This is a time to practice deep breathing exercises, stretching or meditation.</li> <li>• Host a program that helps people learn ways of handling stress.</li> <li>• Host classes for yoga and meditation in your workplace.</li> <li>• Help set up an onsite chair massage program.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide health education flyers on the benefits of quitting tobacco.</li> <li>• Promote employer-sponsored programs that help people quit.</li> <li>• Speak up for a nonsmoking campus at the workplace.</li> <li>• Host a lunch-and-learn on quitting tobacco.</li> <li>• Share stop-smoking tools you know about with others.</li> </ul>

## Giveaways can promote health awareness

To create excitement and engage people, you can provide free giveaways. This can help attract fellow workers to your event. Some ideas include:

- **Plastic wristbands:** A great way to reward those who take part in group challenges
- **Magnets:** A way for people to remember important things like phone support numbers
- **Stress balls:** A fun item that can attract the curious and help promote your program

# Tools and resources

## Educational tools

Each month, Aetna will provide you with resources for promoting good health in the workplace. These resources will often be linked to a health topic of national interest during that month. Here are some of the materials you can find at the Wellness Champion Toolkit website ([aetna.com/employers-organizations/wellness-champion-toolkit.html](https://aetna.com/employers-organizations/wellness-champion-toolkit.html)):

- Monthly health education handouts
- The Wellness Champion Guide
- A Wellness Champion recruitment flyer
- Health and Well-Being Topics library

## About Aetna

Aetna provides health improvement services for large groups of people. These services help improve quality of care, empower people to make healthy changes and reduce health care costs.

Talk with your benefits or HR manager about becoming a Wellness Champion in your workplace.



## Monthly topics in your toolkit

### 01 JANUARY

Win at well-being

### 02 FEBRUARY

Heart-healthy tips

### 03 MARCH

Be proactive with preventive health

### 04 APRIL

Get a handle on stress

### 05 MAY

Why musculoskeletal health matters

### 06 JUNE

Live in the moment

### 07 JULY

Mid-year goal check-in

### 08 AUGUST

Keep an eye on dental health

### 09 SEPTEMBER

Healthy eating for life

### 10 OCTOBER

Manage your medicines

### 11 NOVEMBER

Details about diabetes

### 12 DECEMBER

The gift of self-care

# Other trusted resources

## Eating healthy

### USDA ChooseMyPlate.gov

Practical information and tips to help Americans build healthier diets

[choosemyplate.gov/healthy-eating-tips.html](https://choosemyplate.gov/healthy-eating-tips.html)

### Centers for Disease Control and Prevention

Resources on diet and nutrition that can help people live a healthier life

[cdc.gov/nutrition](https://cdc.gov/nutrition)

### Academy of Nutrition and Dietetics

Helpful brochures, tip sheets and other resources

[eatright.org](https://eatright.org)

### American Heart Association

Information on healthy eating, dining out and healthy recipes

[heart.org/en/healthy-living/healthy-eating](https://heart.org/en/healthy-living/healthy-eating)

## Staying active

### Centers for Disease Control and Prevention

Helpful resources on exercise, including reports and fact sheets

[cdc.gov/physicalactivity/resources](https://cdc.gov/physicalactivity/resources)

### National Heart, Lung, and Blood Institute

Tools to help people understand the need for physical activity

[nhlbi.nih.gov/health/educational/lose\\_wt/physical.htm](https://nhlbi.nih.gov/health/educational/lose_wt/physical.htm)

### American Heart Association

Basic fitness information and tips for getting active

[heart.org/en/healthy-living/fitness](https://heart.org/en/healthy-living/fitness)

## Managing weight

### USDA ChooseMyPlate.gov

Practical information on how to manage weight and live well

[choosemyplate.gov/weight-management-calories/weight-management](https://choosemyplate.gov/weight-management-calories/weight-management)

### Centers for Disease Control and Prevention

Useful tools and information for better weight management

[cdc.gov/healthyweight](https://cdc.gov/healthyweight)

### National Heart, Lung, and Blood Institute

Facts on healthy weight and how to check your health risk

[nhlbi.nih.gov/health/educational/lose\\_wt/index.htm](https://nhlbi.nih.gov/health/educational/lose_wt/index.htm)

## Managing stress

### U.S. National Library of Medicine

A guide to better stress management

[nlm.nih.gov/medlineplus/stress](https://nlm.nih.gov/medlineplus/stress)

### National Institute of Mental Health

How stress affects health and what to do about it

[nimh.nih.gov/health/publications/stress](https://nimh.nih.gov/health/publications/stress)

### American Heart Association

Tips on coping with stress and living a more balanced life

[heart.org/en/healthy-living/healthy-lifestyle/stress-management](https://heart.org/en/healthy-living/healthy-lifestyle/stress-management)

## Quitting tobacco

### SmokeFree.gov

Information and resources for quitting smoking

[smokefree.gov](https://smokefree.gov)

### American Cancer Society

Facts on lung cancer, plus a Quit for Life program

[cancer.org](https://cancer.org)

### American Lung Association

Help with quitting tobacco and living healthier

[lung.org](https://lung.org)

## Managing long-term conditions

### American Heart Association

Resources for people with cardiovascular diseases and stroke

[heart.org](https://heart.org)

### American Cancer Society

Resources for people with cancer

[cancer.org](https://cancer.org)

### American Diabetes Association

Resources for people with diabetes

[diabetes.org](https://diabetes.org)

### Arthritis Foundation

Resources for people with arthritis

[arthritis.org](https://arthritis.org)

## National Health Observances

### National Health Observances calendar

Special times to raise awareness about health topics

[healthfinder.gov/nho](https://healthfinder.gov/nho)

# Be a Wellness Champion in your workplace today

The information provided by Aetna's health and wellness programs is general in nature. It is not meant to replace the advice or care you get from your doctor or other health professional. If you have specific health care needs or would like more complete health information, please see your doctor or other health care provider.

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