New Jersey DOH – LTCF Collaboration for Long-Term Care Resilience

Wellness Program Resources

www.cooperhealth.edu/ltc



For Long-Term Resilience





Finding our Way Back

Adapting to the "new normal" during the Covid-19 pandemic has reminded me of the feeling I had when I first rode Space Mountain in Disney; twists and turns, highs and lows, not knowing what was ahead because it was dark, and constantly putting my faith in knowing that the ride would eventually come to an end. For some the "unknowing and changing twists and turns" may have been okay and for others it may have been completely unsettling. For me, this past year has felt like the longest ride on Space Mountain I have ever ridden.

During this past year, it is normal that we have experienced anxiety and stress; our lives were placed on hold, and we found ourselves thrust into a "virtual" existence. We have worried about friends and family; we have lived with feelings of sadness, guilt, and anger that we cannot care for elderly parents or relatives; we have felt cheated because we were unable to *properly* celebrate important life events and milestones; we've felt robbed of the ability to say "good-bye" to those we have lost – family, friends, and residents; we've watched our residents grieve the loss of family visits; and we've felt exhausted because we put on a happy face for our family so as to not worry them.

As we have reached and surpassed our one-year mark, we look to the future and the promise it brings for yet again another "new" normal.

We each play an important role in being part of the solution by actively engaging in activities that help to minimize new infections. Moreover, although we know what is right (being physically distant), there are times when we may feel overwhelmed because we yearn for the familiarity of family and friends; we eagerly await the news of lessening the impact of social isolation.

Finding our way back and revitalizing our *beings* is essential. We have shown our strength and now we it is time to begin to rebuild our wellness – emotionally, spiritually, intellectually, socially, physically and occupationally.

In the slide deck to follow we offer suggestions and best practices for developing a stronger workforce; a framework for you and your employees to work together to seek help for yourself, help for your co-worker, and help for your residents. Your return on investment is strengthening your greatest asset – your employees!

We remind and encourage you to visit the COVID-19 Resources Page by clicking on this link: http://wellness.cooperhealth.org/covid19/. The COVID-19 Resources Page is maintain by Cooper's Resiliency Resources Team (RRT) and serves as a repository of resources for all those touched by the current pandemic, personally or professionally. These resources are aimed at helping people take care of themselves physically and emotionally.







The Six Dimensions of Wellness



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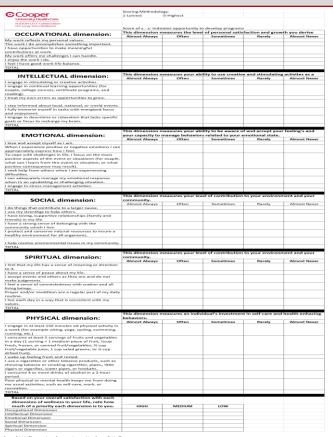






Wellness Pre-Assessment Tool

- Wellness Pre- and Post-Assessment
- Scoring Methodology
- Tools to Address



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Applying the Six Dimensions of Wellness Model

The Six Dimensions of Wellness Model

Developed by Dr. Bill Hettler, co-founder of the National Wellness Institute (NWI), this interdependent model, commonly referred to as the Six Dimensions of Wellness, provides the categories from which NWI derives its resources and services.

A Description of Each Dimension

The occupational dimension recognizes personal satisfaction and enrichment in one's life through work. At the center of occupational wellness is the premise that occupational development is related to one's attitude about one's work. Traveling a path toward your occupational wellness, you'll contribute your unique eifts, skills, and talents to work that is both personally meaningful and rewarding. You'll convey your values through your involvement in activities that are gratifying for you. The choice of profession, job satisfaction, career ambitions, and personal performance are all important components of your path's terrain.

Occupational wellness follows these tenets:

- . It is better to choose a career which is consistent with our personal values, interests, and beliefs than to select one that is unrewarding to us.
- · It is better to develop functional, transferable skills through structured involvement opportunities than to remain inactive and uninvolved.

The physical dimension recognizes the need for regular

physical activity. Physical development encourages learning about diet and nutrition while discouraging the use of tobacco. drugs and excessive alcohol consumption. Optimal wellness is met through the combination of good exercise and eating habits. As you travel the wellness path, you'll strive to spend time building physical strength, flexibility and endurance while also taking safety precautions so you may travel your path successfully, including medical self-care and appropriate use of a medical system. The physical dimension of wellness entails personal responsibility and care for minor illnesses and also knowing when professional medical attention is needed. By traveling the wellness path, you'll be able to monitor your own vital signs and understand your body's warning signs. You'll understand and appreciate the relationship between sound nutrition and how your body performs. The physical benefits of looking good and feeling terrific most often lead to the psychological benefits of enhanced self-esteem, selfcontrol, determination and a sense of direction.

Physical wellness follows these tenets:

- · It is better to consume foods and beverages that enhance good health rather than those which impair it.
- It is better to be physically fit than out of shape.



SOCIAL

The social dimension encourages contributing to one's environment and community. It emphasizes the interdependence between others and nature. As you travel a wellness path, you'll become more aware of your importance in society as well as the impact you have on multiple environments. You'll take an active part in improving our world by encouraging healthier living and initiating better communication with those around you. You'll actively seek ways to preserve the beauty and balance of nature along the pathway as you discover the power to make willful choices to enhance personal relationships and important friendships. and build a better living space and community.

Social wellness follows these tenets:

- · It is better to contribute to the common welfare of our community than to think only of ourselves.
- · It is better to live in harmony with others and our environment than to live in conflict with them.

INTELLECTUAL

The intellectual dimension recognizes one's creative, stimulating mental activities. A well person expands his or her knowledge and skills while discovering the potential for sharing his or her gifts with others. Using intellectual and cultural activities in the classroom and beyond the classroom combined with the human resources and learning resources available within the university community and the larger community, a well person cherishes intellectual growth and stimulation. Traveling a wellness path, you'll explore issues related to problem solving, creativity, and learning. You'll spend more time pursuing personal interests and reading books, magazines, and newspapers, while keeping abreast

of current issues and ideas. As you develop your intellectual curiosity, you'll actively strive to expand and challenge your mind with creative endeavors.

Intellectual wellness follows these tenets:

- It is better to stretch and challenge our minds with intellectual and creative pursuits than to become selfsatisfied and unproductive.
- · It is better to identify potential problems and choose appropriate courses of action based on available information than to wait, worry, and contend with major concerns later.

SPIRITUAL

The spiritual dimension recognizes our search for meaning and purpose in human existence. It includes the development of a deep appreciation for the depth and expanse of life and natural forces that exist in the universe. Your search will be characterized by a peaceful harmony between internal personal feelings and emotions and the rough and rugged stretches of your path. While traveling the path, you may experience many feelings of doubt, despair, fear, disappointment and dislocation, as well as feelings of pleasure, joy, happiness and discovery. These are all important experiences and components to your search and will be displayed in the value system you will adapt to bring meaning to your existence. You'll know you're becoming spiritually well when your actions become more consistent with your beliefs and values, resulting in a "world view."

Spiritual wellness follows these tenets:

- It is better to ponder the meaning of life for ourselves. and to be tolerant of the beliefs of others than to close our minds and become intolerant.
- It is better to live each day in a way that is consistent with our values and beliefs than to do otherwise and feel untrue to ourselves

EMOTIONAL

The emotional dimension recognizes awareness and acceptance of one's feelings. Emotional wellness includes the degree to which one feels positive and enthusiastic about one's self and life. It includes the capacity to manage one's feelings and related behaviors including the realistic assessment of one's limitations, development of autonomy, and ability to cope effectively with stress. The well person maintains satisfying relationships with others. Awareness of and accepting a wide range of feelings in yourself and others is essential to wellness. On the wellness path, you'll be able to express feelings freely and manage feelings effectively. You'll be able to arrive at personal choices and decisions based upon the synthesis of feelings, thoughts, philosophies, and behavior. You'll live and work independently while realizing the importance of seeking and appreciating the support and assistance of others. You'll be able to form interdependent relationships with others based upon a

foundation of mutual commitment, trust, and respect. You'll take on challenges, take risks, and recognize conflict as being potentially healthy. Managing your life in personally rewarding ways, and taking responsibility for your actions, will help you see life as an exciting, hopeful adventure.

Emotional wellness follows these tenets:

- It is better to be aware of and accept our feelings than to
- · It is better to be optimistic in our approach to life than pessimistic.

Applying the Six Dimensions of Wellness Model



each dimension and how they contribute to healthy living. This holistic model explains: how a person contributes to his or her environment

- and community, and how to build better living spaces and social networks;
- the enrichment of life through work, and its interconnectedness to living and playing;
- the development of belief systems, values, and creating a world-view:
- · the benefits of regular physical activity, healthy eating habits, strength and vitality, as well as personal responsibility, self-care and when to seek medical attention:
- · self-esteem, self-control, and determination as a sense of direction;
- creative and stimulating mental activities, and sharing your gifts with others.

Applying a wellness approach can be useful in nearly every human endeavor. As a pathway to optimal living. wellness is being applied to related fields, such as health promotion and holistic health, and has seen a growth in "helping professions" including counseling and medical arts and practices. The National Wellness Institute devised three questions that can help persons and organizations assess the degree to which wellness is incorporated into a particular approach or program:

- Does this help people achieve their full potential?
- Does this recognize and address the whole person (multi-dimensional approach)?
- · Does this affirm and mobilize people's positive qualities and strengths?

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Occupational Dimension

Tools to Support your Team

Create opportunities for staff to celebrate occupational successes

Professional development ladder

Best Practices

https://www.shrm.org/ResourcesAndTools/tools-andsamples/toolkits/Pages/employeerecognitionprograms.as px

https://www.shrm.org/ResourcesAndTools/tools-and-samples/toolkits/Pages/developingemployeecareerpathsandladders.aspx

Measures of Success

Lower turnover rate
Increase in employee
engagement

Increase internal promotions







Intellectual Dimension

Tools to Support your Team

Best Practices

Measures of Success

Tuition Reimbursement program

Internal coaching program

https://www.shrm.org/hr-today/news/hr-magazine/pages/0614-tuition-assistance.aspx

https://www.shrm.org/ResourcesAndTools/hrtopics/organizational-and-employeedevelopment/Pages/Does-Your-Organization-Use-Internal-Coaches.aspx

✓ In turnoverStronger workforce

Consistency in staff training
"Star Performer"
Recognition







Emotional Dimension

Tools to Support your Team

Employee Assistance Program

Flexible work schedules

Best Practices

https://www.eapassn.org/Portals/11/Docs/HOME/EAPBuyersGuide.pdf

https://easna.org/wp-content/uploads/2016/02/Value-of-EAP-2015.pdf

https://login.shrm.org/?request_id=idD2529F717039D8&relay_state=id-634b5821-77af-4908-9c89-

8b9a24ae46db&issuer=aHR0cHM6Ly9zc28uc2hybS5vcmcvSUR CVVMvU0hSTS9JRFAvU0FNTDIvTUQ=&target=aHR0cHM6Ly9zc 28uc2hybS5vcmcvSURCVVMvU0hSTS9QT1JUQUwtU1AvU0FNT DIvTUQ=

Measures of Success

- · EAP Utilization reports
- In LOAs and costs related to decrease in productivity due to lower concentration, onthe-job absenteeism, and callouts.

- Employee engagement scores
- Facility satisfaction scores (feedback from residents and residents' family members)







Social Dimension

Tools to Support your Team

Heritage & Cultural Celebration Opportunities

(recognizing cultural diversity, community activities, earth day, black history month, women's history, month, Hispanic heritage month, etc.)

For the Future – participation in 5K/walks (American Heart Association, Dementia, PDF, JDF, Susan G. Komen, MS150, etc.), Cathedral Kitchen, Ronald McDonald House, etc.

Best Practices

Employee Resource Groups (ERGs)

https://www.affirmity.com/blog/7-bestpractices-maximize-value-employeeresource-groups-ergs/

https://hbr.org/2020/12/reimagi ne-your-corporate-volunteerprogram

Measures of Success

Corporate atmosphere of inclusivity

Multiple metrics TBD by individual facility







Spiritual Dimension

Tools to Support your Team

Wellness Incentives (annual physicals, wellness screenings, discount gym memberships, etc.

Workshops (Mindfulness, Yoga, Visual Imagery, etc.)

Best Practices

https://www.shrm.org/ResourcesAndTools/hrtopics/benefits/Pages/best-practices-wellness-guide.aspx

https://www.corporatewellnessmagazine.com/article/successful-corporate-mindfulness-program

Measures of Success

https://www.shrm.org/ResourcesAndTools/hrtopics/benefits/Pages/real-ROI-wellness.aspx#:~:text=The%20return%20on%20investment%20%28ROI%29%20related%20to%20employee,productivity%20increases%20due%20to%20a%20reduction%20in%20sick

https://www.apa.org/monitor/2012/07-08/ce-corner#:~:text=%20Empirically%20supported%20benefits%20of%20mindfulness%20%201,appear%20to%20be%20another%20benefit%20of...%20More%20







Physical Dimension

Tools to Support your Team

Walking Club
Discount memberships to local gyms
(or use of on-site gym equipment after hours)
Health screenings

Employee Recipe sharing/Employee Cookbook with proceeds either supporting a charity or for employee "wish list" items that are not in the budget.

Best Practices

https://www.shrm.org/ResourcesAndTool s/tools-and-samples/how-toguides/Pages/howtoestablishanddesigna wellnessprogram.aspx

https://createmycookbook.com/corporate

Measures of Success

 ↓ In insurance claims related to heart disease, obesity, diabetes, etc. The metrics would be specific to your employee population and health care claims

Sales







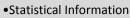
Employee Assistance Program Overview

- Solution-Focused Short-term Counseling
- Assistance with Substance Use
- Consultation to Supervisory/Managerial Personnel
- Coaching services
- Mediation
- Critical Incident Stress Management services
- Substance Abuse Professional (Sap) Services
- •Work/Life Referrals



- Management/Supervisory Training Courses and Employee **Orientation Sessions**
 - Employee Awareness Material
 - Educational Workshops





Policy Development

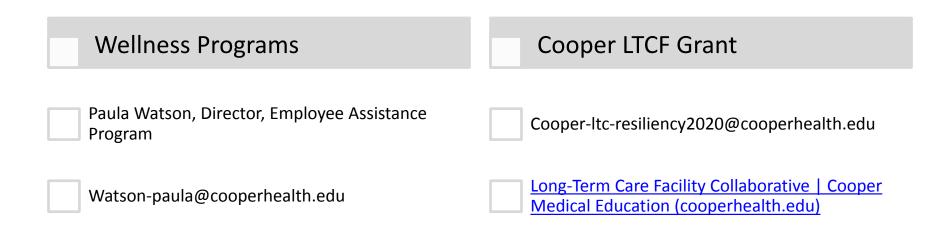








Contact Information









LTCF Resources: www.cooperhealth.edu/ltc







