



Rocket Health

## UToledo Wellness Resources for Managers

### **Why is workplace well-being important as a leader?**

Supporting the well-being of your employees is an integral piece to improving workplace culture and in turn positively impacting productivity, retention, and employee satisfaction. A healthy workplace also allows UToledo to operate more effectively and enable faculty and staff to better serve our students and patients.

[Research has shown](#) that supportive leadership is the key to a workplace culture that promotes well-being. Employees reporting higher levels of leadership support for health promotion also reported higher levels of wellness activity participation, lower job stress, and greater levels of health behavior.

### **What does well-being mean?**

There are 8 dimensions of wellness that often define well-being programs and practices. These include physical, emotional, spiritual, financial, intellectual, occupational, social and environmental. Learn more details about these dimensions by reading [this journal article](#).

The important thing to recognize as a leader is how these dimensions are interconnected and how a person achieves balance between them can vary. An imbalance can cause disruption in everyday life, including their work. Therefore, leadership support for employees to work toward the balance of these dimensions has a positive impact on an employee's work.

Although the workday can't be filled with so many well-being activities that it disrupts the important work that also needs done; it is important to encourage faculty/staff to sprinkle opportunities into their day.

### **Ways to support well-being throughout the workday**

- Implement walking or standing meetings
- Ensure employees have the option to eat lunch away from their workstation
- Encourage 10-minute walk breaks
- Support flexible work schedules in accordance with the campus policy

- Provide opportunities for employees to get to know each other beyond work responsibilities
- Offer stretch breaks every hour
- Encourage accountability partners for things like walks, breath breaks etc.
- Communicate campus well-being programs and resources
- Allow and encourage employees to participate in well-being activities during the workday
- Create an environment where kindness and gratitude are the expectation
- Encourage employees to participate in professional and personal development
- Be a positive role model
- Conduct daily check-ins to ask how employees are doing
- Recognize achievements, both wellness and non-wellness related
- Make the work meaningful and include your team in decision making

### **UToledo Resources**

UToledo offers a variety of well-being related resources for faculty and staff. Communicating these resources and allowing your team the opportunity to access them throughout the workday will show your support and dedication to well-being in the workplace.

- [Impact Solutions work-life services](#)
- [University Wellness health coaching](#)
- [UToledo health and retirement benefits](#)
- [Office of Recreational Services](#)
- [Eberly Center for Women](#)
- [UToledo Child Care](#)
- [UToledo Pharmacies](#)
- [University Health Clinic](#)
- [UTMC Outpatient Psychiatry](#)
- [UTMC Family Medicine](#)
- [Campus Walking Paths](#)
- [University Wellness programs](#)
- [Stressbusters App](#)
- [On Demand Virtual Care](#)
- [Tobacco-free campus policy](#)
- [University Wellness Healthy Workday Guide](#)