

# Wellness Pays



Partnership for A Healthy Business Community

Enhancing the health, productivity, and quality of work life  
for small business leaders, their employees, and their communities

Summer 2004

## Conference Offers Work/Life Balance in Changing Society

If you or your employees could use help balancing work and family life, you won't want to miss a one-day conference, themed "Work/Life Balance in a Changing Society and Workforce," hosted by Corporate Champions. The Small Business Wellness Initiative is a sponsor of the conference scheduled for May 13 at the Gaylord Texan Resort & Convention Center in Grapevine.

Mary Ann Tocio, president and chief operating officer of Bright Horizons Family Solutions, will serve as the opening keynote speaker. Tocio is responsible for domestic and global operations and also has overarching responsibility for human resources, construction and facility management, program development and education services, administration and information technology.

Experts from leading organizations, such as Texas Instruments, Wellpower, JPMorgan Chase, Area Agency on Aging and the City of Fort Worth, will share their work/life balance expertise. Breakout sessions will tackle such issues as early care and education, eldercare giving, work life balance, flexibility and small business wellness programs.

In addition, DallasChild & FortWorthChild magazines will announce their North Texas Best Family Friendly companies during an awards luncheon. Maggie Jackson, a nationally known journalist and author whose writing on work/life balance issues has won multiple awards, will serve as lunch keynote speaker. Jackson, who writes a twice-monthly column entitled "Balancing Acts" in The Boston Globe, is working on a book about the erosion of attention in our society.

Conference tickets are \$125 for members of Corporate Champions and \$175 for non-members.

**Work/Life Balance Conference**  
**Thursday, May 13, 2004**  
**8:00 a.m. to 3:45 p.m.**  
**Gaylord Texan Resort &**  
**Convention Center**

**To register, call:**  
**1-888-296-2072**  
**Register by May 5, 2004**



## Active Lifestyle Makes Cents

While the benefits of an active lifestyle are well-known and documented, employees often just cannot find enough time to fit physical activity into their daily routine. Other times, employees struggle to maintain an exercise program because they are not motivated or have not set clear goals.

If the overall well-being of employees' health is not enough to make any employer promote an active lifestyle in the workplace, employers should consider the cost benefit of employee wellness to the company's bottom line. Research suggests that there is a link between active living and individual employee well-being. Research also suggests that there may be increased costs for organizations that have physically inactive employees. Fatigue, inattention, accidents and low productivity are *(continued on page 2)*

## Active Lifestyle Makes Cents

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more common among inactive employees.

Businesses do not have to implement an entire workplace wellness program in order to encourage staff to be active. There are several simple ways that employers can motivate employees and promote an active lifestyle, such as organizing a workout team or exercise group, sponsoring a fitness brown bag lunch or offering membership discounts to a local gym.

Employers who take an interest in the health and well-being of their staff are making an important investment. Studies show that employees who maintain an active lifestyle benefit from the following:

- Lower levels of stress
- Increased well-being, self-image and self-esteem
- Improved physical fitness
- Increased stamina
- Potential weight reduction

Furthermore, employers reap the benefits from employees with active lifestyles through:

- Enhanced recruitment and retention of healthy employees
- Improved health care costs
- Decreased rates of illness and injuries
- Reduced employee absenteeism



### National Employee Health & Fitness Day is May 19, 2004.

Is your company doing something to observe National Employee Health & Fitness Day? Share your health and fitness day with us.

Email us at: [r.martinez@tarrantcouncil.org](mailto:r.martinez@tarrantcouncil.org).



The mission of the Small Business Wellness Initiative is to enhance the health, productivity and work life of small business owners, their employees and their communities.

#### PROJECT STAFF

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The Small Business Wellness Initiative (SBWI), a community collaboration funded by the Department of Health and Human Services, supports small businesses in their desire to create a healthy and profitable business by improving the overall health and productivity of their employees through scientifically proven wellness programs. Community partners include Tarrant Council on Alcoholism & Drug Abuse, the North Texas Small Business Development Center and Organizational Wellness and Learning Systems. Visit the partner organizations at:

[www.tarrantcouncil.org](http://www.tarrantcouncil.org)  
[www.organizationalwellness.com](http://www.organizationalwellness.com)  
[www.ntsfdc.org](http://www.ntsfdc.org)

## How Work Friendly is Your Business?

Work Friendly is a nonprofit organization that educates and assists employers as they develop employee- and family-friendly initiatives in the workplace. Such policies and assistance programs enable employees to maintain their employment and economic position and balance work and family challenges. Those policies and benefits positively impact productivity and the bottom-line.

The organization offers conferences, seminars and networking opportunities on work/family issues, assistance in launching programs to build morale and meet employee dependent-care needs, speakers bureau and luncheon seminars for employees, website on work/family issues and a resource library.

Work Friendly invites your company to become a member. You will see firsthand how a more productive workplace begins at home.

For more information, contact Doreen Riccioli at (972) 869-0640 or by email at: [doreen@workfriendly.org](mailto:doreen@workfriendly.org).

## Is Stress Taking a Toll in Your Workplace?

The nature of today's workplace is rapidly changing. Recent figures from the Bureau of Labor Statistics show that Americans are working more hours, taking less vacation time and retiring later. Perhaps now more than ever before, stress poses a serious threat to the health of workers and, in turn, to the health of businesses.

### Early Indicators of Job Stress:

Headache  
 Sleep disturbances  
 Difficulty concentrating  
 Short temper  
 Upset stomach  
 Job dissatisfaction  
 Low morale

According to the National Institute for Occupational Safety and Health, job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury.

Job conditions that may lead to stress include design of tasks, management style, interpersonal relationships, work roles, career concerns and environment conditions. Exposure to stressful working conditions can also have a direct influence on worker safety and health.

Stress from work does not only take a toll on the employee. NIOSH studies show that stressful working conditions are associated with increased absenteeism, tardiness and job dissatisfaction among employees, all of which can have a negative effect

on the bottom line of any size business. Health care expenditures are nearly 50 percent greater for workers who report high levels of stress, according to a study in the Journal of Occupational and Environmental Medicine.

Don't let job stress take a toll on your company and employees. The Small Business Wellness Initiative offers stress management training that addresses job stress and evaluates effective coping strategies. Contact Beth Mivedor at (817) 332-6329 ext. 258 for more information.



### Organizational Change + Stress Management = Healthy Workplace

Here are some tips you can share with your managers to help prevent job stress:

- Ensure that the workload is in line with workers' capabilities and resources
- Design jobs to provide meaning, stimulation and opportunities for workers to use their skills
- Clearly define workers' roles and responsibilities
- Give workers' opportunities to participate in decisions and actions affecting their jobs
- Improve communications-reduce uncertainty about career development and future employment prospects
- Provide opportunities for social interaction among workers
- Establish work schedules compatible with demands and responsibilities outside the job

Source: National Institute for Occupational Safety and Health (NIOSH)  
[www.cdc.gov/niosh](http://www.cdc.gov/niosh)

## Small Business Wellness Initiative Partners Offer Business Resources

Contact our community partners for resources that can help your company and benefit your bottom line.

### **Tarrant Council on Alcoholism & Drug Abuse**

Offers supervisor and employee training, drug-free policy development and drug-testing services  
www.tarrantcouncil.org  
(817) 332-6329

### **North Texas Small Business Development Center**

Provides drug-free workplace workshops and program development assistance  
www.ntsfdc.org  
(214) 860-5831  
1-800-350-SBDC (7232)

### **Organizational Wellness & Learning Systems**

Provides consultation, workshops and customized programs in health promotion  
www.organizationalwellness.com  
(817) 921-4260

## Share Your Success

Did our wellness training help an employee? Tell us how our wellness training helped an employee or saved your business money.

Share your success story with us. We need you to tell other businesses about the value of workplace wellness programs. Your company could be featured in our next newsletter.

Please send your success story to Roxanne Martinez at r.martinez@tarrantcouncil.org, by fax at (817) 332-2828 or mail to: Small Business Wellness Initiative, 1701 W. Freeway, Suite 1, Fort Worth, TX 76102.



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