



## Engagement & Well-being: A Critical Investment in Yourself & Others!

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### A Moment to Reflect

- I have a young family, but spending all of my energy at work
- First in, and last to leave...always connected!
- High blood pressure and 60 lbs overweight
- Tried to run a mile and paced it out in 15 minutes
- Experienced an anxiety attack
- Losing connection to my faith
- Losing connection with co-workers

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### Learning Targets for this Session

- Disclaimer
- Define Wellness & Engagement
- Self Reflection (Start with you, expand to employees)
- Work Life Balance
- Home & Work Relationships
- Mental Health
- Physical Health
- Promoting strategies at work (one of the most popular topics among employees)

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### What is Wellness? What is Engagement?

**Employee wellness** program includes any activity designed to support better health at work and/or to improve health outcomes. These programs often include medical screenings, incentives, behavior change interventions, fitness programs, social support or competitions.

**Results:** Lower health care costs, increase productivity, decrease absenteeism and raise employee morale

**Employee engagement** is a workplace approach resulting in the right conditions for all members of an organization to give of their best each day, committed to their organization's goals and values, motivated to contribute to organizational success, with an enhanced sense of their own well-being.

**Results:** Lower absenteeism and up to 65% lower turnover. Engagement also improves quality of work and health. For example, higher scoring business units report 48% fewer safety incidents; 41% fewer defects

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### Take inventory...It starts with me

- How is my work-life balance?
- How are my relationships at work & home?
- How is my mental health & stress levels?
- How is my physical health?
- Am I where I want to be?
- Am I setting an example for others?




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### How is my work-life balance?

- You set the tone for expectations - What you permit you promote
- Your supervisor may not notice or appreciate the hours you are putting in
- Time spend at work does not equal impact
- People who stayed inactive for over 13 hours a day were twice as likely to die prematurely as those who were not active for 11 1/2 hours daily
- You may give others the impression that you can not manage your time effectively
- Long hours equal a mental decline and increase in errors



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### Home & Work Relationships

- Are you investing in yourself/family with the time you have?
  - Abandon the Auto-pilot
  - Be present for life events
  - Call or text someone that you haven't connected with in a while
  - Surprise someone with a coffee
- Are you investing in your co-workers?
  - Leave the office
  - Walk and talk with co-workers
  - Send "Thank you" emails or cards
  - Mentor with someone
  - Find a friend at work
  - Send an unsolicited compliment to a colleague's supervisor



It was great getting a message like this the other day. STAY POSITIVE. STAY MOTIVATED. Don't give up.

It's a little early this morning, but I just want to take a moment and say... It's been great getting to know you, and the "thank you" are always such a positive and helpful to me. Stay home! You know best as far as the work goes. If there are any other things you can do to help, please forward in getting back to normal. Have a great day! Thank you!



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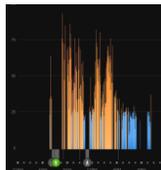
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### Mental Health & Purpose

- Do I have enough mental energy to finish out my life at home?
  - The lighting in your office
  - 6 seconds of deep breathing
  - Playing some soft music or podcast as you work
  - Set screen time limits
  - Lunch with a coworker
  - Continue to learn or contribute
  - Pay attention to your emotions (Are you aware?)
  - Reliving your day after work can cause additional stress
  - Commit to your faith or establish purpose
  - Learn about your personality



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### Work Relationships

- Encourage and promote gratitude
  - "Who would you like to recognize"
- Celebrate others
- Encourage luncheons and games
- Get a grill or Kuerig to bring people together
- Put out a puzzle
- Gift exchange
- Play small games
- Stay connected with summer workers
- "Wonderful Wed/Thankful Friday"...



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### Mental Stress

- Express gratitude and offer supports
- Change lighting
- Listen and take action when it comes to feedback
- Encourage wellbeing
  - Call out what you are sensing
- Consider book clubs or groups
- Yoga
- Fantasy Football League
- Embrace conference attendance and networking



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### Inbox Zero



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### Physical Health

- Can your district open an on-site clinic?
  - Wellness Incentives?
- Can you open your weight room to staff?
  - Promote through newsletters?
- Can schools host work-out groups led by staff or pro's?
- Open your track or share other ideas for walking
- Consider group fitness tracker competitions
- District led Run/Walk
- Ensure you get up every hour
- Stand & Stretch Time




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### My Journey

- Committed to be home by 4pm
- Joined a men's group meeting once a week
- Won two large awards
- Took on an expanded role in HR
- Improved my engagement scores




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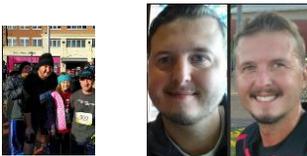
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### My Journey

- Began working out at school 3 mornings a week and lost a total of 50 lbs
- Ran a 5k with my daughter and a 10k(6.7 miles) in 52 min
- Lowered BP, Glucose and Cholesterol
- More energized when working and home




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### Create the Ripple!

If you can have a minor impact on 10 people a day that can impact hundreds of others. Over the years your positive impact may reach Millions!

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So what is it going to take for you?



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