

Holistic Approach to Workplace Wellness: How to Make it Work and Get Results

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Complementary and Alternative Medicine

Statistically,
within this
group of ten
American
adults:

- 1 experiences daily pain
- 2 have a mental health condition
- 4 use complementary or alternative therapies
- 5 take vitamins and/or supplements
- 5 have experienced pain within the past three months



22% of their spending on provider visits is to complementary practitioners.

Health Related Impact of Unmanaged Stress

- Over 80% of visits to primary care are due to conditions caused or aggravated by stress
- 70% of Americans experience physical and non-physical symptoms related to stress
- 75% of health care dollars are spent on obesity/diabetes/cardiovascular diseases and cancer

Workplace Impact of Unmanaged Stress: Statistics from the World Health Organization

- \$300 billion annually in lost productivity
- 19% of employees have quit a position due to stress
- 12% of employees call off due to stress
- 62% of employees have reported stress-related neck pain
- Businesses spend 200-300% more on indirect costs related to lost productivity, absenteeism and turnover than on direct healthcare costs

Health Costs of Unmanaged Stress

- Almost \$3 trillion spent on healthcare in the United States
- Companies paying 87% more for employee health care than in 2000
- Health care costs are the main reason for bankruptcy in the US

Our Nation's Health Crisis

- 67% of Americans are obese or overweight (CDC)
- 53% don't meet standard physical activity guidelines (CDC)
- 50% of all adults have one or more chronic health conditions (CDC)
- 33% of Americans are diagnosed with cardiovascular disease (AHA)
- Globally, the leading cause of disability by 2018 will be depression (WHO)

Stress in America

- 30% of Americans live in extreme stress
- 48% of Americans reveal that stress has increased over the last 5 years
- 75% of Americans report that money and work are the leading causes of their stress

Conditions Aggravated by Stress

- Obesity
- Insomnia
- Chronic Pain
- Heart Conditions
- Anxiety
- Depression

.....Translates to loss of productivity in the workplace

What to do? Simple Fixes

- Breathing
- Anchoring Affirmation
- Mindfulness
- Positivity
- Gratitude

Workplace Support: Case Study

SMART: Stress Management and Resilience Training

- Evidence based
 - Science
 - 25 years of direct patient care reinforcing these same concepts
- 8 week series of one hour sessions
 - Multi-week series reinforces lifestyle/behavior change
 - Progressive teaching of *free, easy to incorporate techniques*
- Teaches the “simple fixes” in a group setting
- Leverages concept of community

Results: SMART Program

- 3000 participants within the past three years
- 86% of class participants report having the knowledge and tools to manage their stress versus 20% baseline
- Significant interest in continuing the class – for sense of community and reinforcement of lifestyle/behavior change

Testimonials

- “This class was so powerful that my life has changed positively.”
- “This class was very helpful to me. I was able to manage and relieve my stress. I feel much better mentally, and heartwise”
- “Learning the breathing techniques has literally changed my life! Forever grateful!”
- “I learned so much about myself and how to cope with the stressful situations in my life.”
- “This class helped me realize I can take small (mini) steps to have a positive outcome.”
- “This course was such a blessing. It gave me very useful to tools to use regularly in life - not just in the workplace. I think the course was of an appropriate length allowing me to set habits over the course of the program.”

Simple (Not too Costly) Things in the Workplace

- Chair Massage: The Power of Touch and a 15 Minute Intervention
- Group Acupuncture: Energy Rebalancing
- Wellness Workshops: Build Teams, Positivity and Tools
- Dance and Music: Evidence Based Mood Enhancer



Why ?

- Improve employee health
- Improve employee satisfaction
- Reduce costly employee turnover
- Reduce healthcare costs for both employees and corporations
- Good Medicine, Good Business

Let's Stay Connected

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Please join my Facebook page for tips and tools on stress management and resilience FB@harnessthepowerofstress