

**DISSEMINATION OF
TOTAL WORKER HEALTH®
STRATEGIES TO EMPLOYERS**

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ABOUT OUR ORGANIZATION

St. Louis Area Business Health Coalition (BHC)

- Founded in 1982
- Non-profit membership association
- 60 mid- and large-sized employers
- www.stlbhc.org

Mission: To support employer efforts to improve the well-being of their enrollees and enhance the quality and overall value of their investments in health benefits.



PILOT GRANT PROJECT

Healthier Workforce Center of the Midwest

- Encourages the development of new and creative research and research-oriented health promotion, health protection, and translation projects with promise to lead to more comprehensive studies addressing *Total Worker Health*®.

Assessing Employer Awareness

- Q: Are you familiar with the *Total Worker Health*® Program?
- A: No...but we'd like to learn more.



PILOT GRANT PROJECT

Objective #1

- Develop an *Employer Guide to Total Worker Health*® that reflects current TWH research, modern employee health hazards, and assessments and resources to address these hazards.

Objective #2

- Host a half-day *Total Worker Health*® educational forum with participation by employers in St. Louis and surrounding regions.



PILOT GRANT PROJECT

Challenges with Dissemination to Employers

- Limited time available
- Lack of academic research experience
- Reaching the “right audience”
- Overcoming budget limitations
- Making strategies practical
- Differentiating *Total Worker Health*® from wellness

EMPLOYER GUIDE TO *TOTAL WORKER HEALTH*®



Available for download:
www.stlbhc.org/TWHguide

EMPLOYER GUIDE TO *TOTAL WORKER HEALTH*®

Psychosocial Risks

Job Autonomy

- Flexible work schedules
- Work location
- Workspace design
- Task structure

Social Supports

- Management practices
- Team relationships
- Employee development
- Rewards and recognition

EMPLOYER GUIDE TO *TOTAL WORKER HEALTH*®

Physical Risks

Workplace Environment

- Air
- Lighting
- Noise
- Aesthetics

Job-Related Injuries

- Musculoskeletal disorders
- Eye strain
- Sleep health
- Distractions

EMPLOYER GUIDE TO *TOTAL WORKER HEALTH*®

Dissemination

- BHC website
- Twitter
- LinkedIn
- Email
- BHC newsletter
- HWCMW newsletter
- NIOSH newsletter

550+
total
downloads

Top Five Regions

1. Missouri
2. Iowa
3. Illinois
4. Virginia
5. Wisconsin
5. Oregon

TOTAL WORKER HEALTH® FORUM (MAY 2017)

Keynote Address: Fundamentals of Total Worker Health®

Dr. Diane Rohlman, Center Director, HWCMW

The Psychologically Healthy Workplace

Dr. Matthew Grawitch, Professor, Saint Louis University

Connecting Health and the Indoor Environment

Barbara Spurrier, Director, Well Living Lab

Employer Case Study: Participatory Approach to Employee Well-being

Judy Berger, Senior Manager Benefits Planning, Southwest Airlines

143
attendees



TOTAL WORKER HEALTH® FORUM (MAY 2017)

Evaluation Survey

- 70% of respondents stated that they would be “likely” or “very likely” to implement *Total Worker Health*® strategies in their workplace or their client’s workplace.

Areas of Interest

- Social and team relationships (62%)
- Professional development and rewards (58%)
- Safety and occupational hazards (38%)
- Autonomy and decision-making on the job (35%)
- Building and workspace design (31%)

KEY TAKEAWAYS

Topics of Focus

- Energy management (*J&J Human Performance Institute, 2018*)
- Purpose (*Streicher, Life on Purpose, 2016*)
- Workplace empathy (*Businessolver Survey, 2018*)
- Companionate love (*O'Neill, Harvard Business Review, 2014*)
- Emotional culture (*O'Neill, Harvard Business Review, 2016*)
- Gratitude (*MJ Shaar, Positive Psychology, 2018*)

KEY TAKEAWAYS

Improving Dissemination to Employers

- Partner with local business coalitions or HR/benefit firms
- Utilize multiple communication channels (in-person emphasis)
- Make resources “skimmable” and concise
- Leverage existing programs (safety, diversity, organizational development, recruitment and retention)
- Enhance academic-employer connections

CONTACT INFORMATION

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