

2023

Well-being Calendar

Employer Guide

Encourage your employees to engage in healthy behaviors year-round



Empower and engage your employees

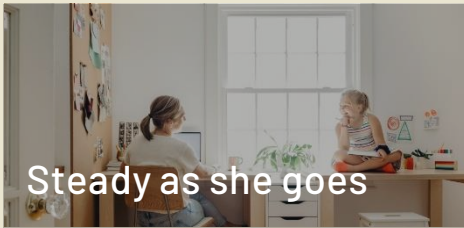


Our well-being calendar can help you plan, promote and implement activities throughout the year. Each month features a different well-being topic, observances and key dates, industry resources and tips for engaging employees. Follow our suggested monthly topics or adjust to align with your own unique program strategy.

JANUARY

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Work-life
Balance



Steady as she goes

JULY

+++

Back Health

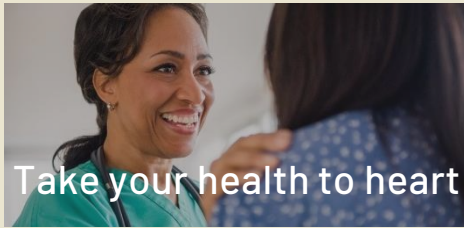


Watch your back

FEBRUARY

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Blood Pressure

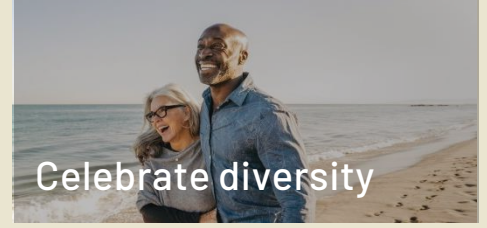


Take your health to heart

AUGUST

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Diversity,
Equity, and
Inclusion



Celebrate diversity

MARCH

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Preventive
Care



An ounce of prevention

SEPTEMBER

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Immune
Support

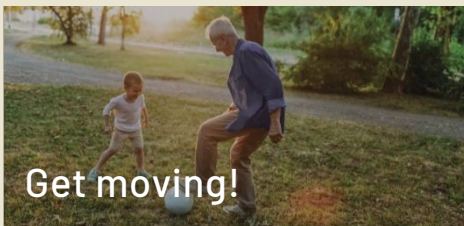


Stay healthy

APRIL

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Physical
Activity

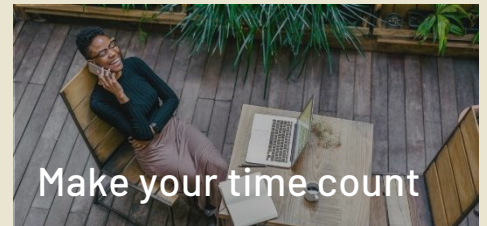


Get moving!

OCTOBER

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Time
Management

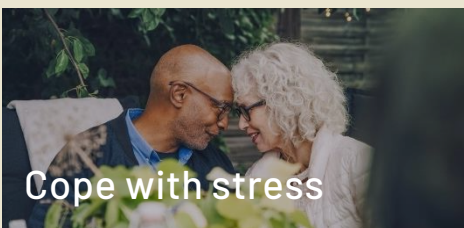


Make your time count

MAY

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Stress

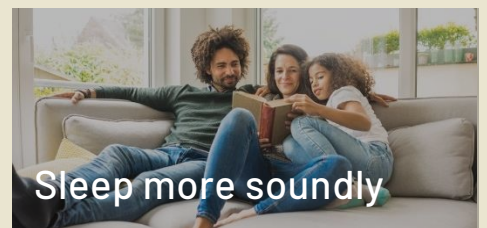


Cope with stress

NOVEMBER

+++

Sleep

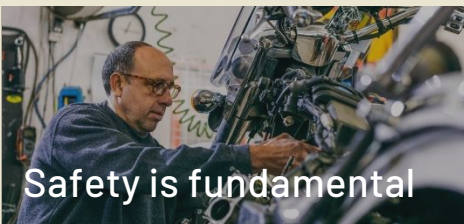


Sleep more soundly

JUNE

+++

Safety

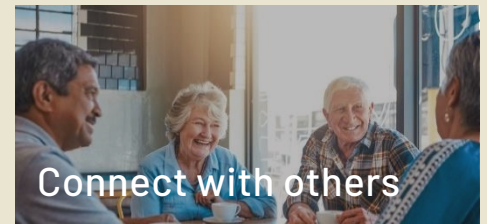


Safety is fundamental

DECEMBER

+++

Social
Connection



Connect with others

January

Work-life Balance | Steady as she goes

Observances and Key Dates

- + [Cervical Health Awareness Month](#)
- + [Blood Donor Month](#)
- + [Glaucoma Awareness Month](#)
- + [Radon Action Month](#)

Learn More

- + Maintaining a healthy work-life balance is not only important for health and relationships - it can also improve your employee's productivity, and ultimately performance. Organizations that gain a reputation for encouraging work-life balance have become very attractive - especially when you consider how difficult it can be to attract and retain workers.
- + **Recommended Resources:** [NIOSH STRESS...At Work](#) and [CDC Workplace Health ScoreCard](#)

Engage Employees

- ✓ Evaluate the job conditions that may lead to stress for employees, such as job design, management style, interpersonal relationships, work roles, career concerns, and environmental conditions.
- ✓ Contact your Providence Health Management Consultant or email us at workplacewellness@providence.org for strategies to improve the health and well-being of your workforce.

February

Blood Pressure | Take your health to heart

Observances and Key Dates

- + [American Heart Month](#)
- + [National Wear Red Day](#)
- + [Children's Dental Health Month](#)
- + [National Donor Day](#)

Learn More

- + Cardiovascular diseases claim more lives each year in the United States than all forms of cancer and respiratory diseases combined. Employees with multiple heart disease and stroke risk factors such as high blood pressure and high cholesterol cost employers more in terms of medical care, absenteeism, and lost productivity than employees with one or none of these risk factors.
- + **Recommended Resource:** American Heart Association's [Well-being Resources for Employees](#)

Engage Employees

- ✓ Encourage employees to lower their risk for cardiovascular disease through physical movement, stress reduction, and healthy eating. Download Basecamp's [Healthy Heart Guide](#) for tips, recipes, and additional recommendations.
- ✓ Offer worksite programs related to physical activity, nutrition, alcohol use, stress, type 2 diabetes and obesity to aid employees in prevention and reducing high blood pressure.

March

Preventive Care | An ounce of prevention

Observances and Key Dates

- + [National Nutrition Month](#)
- + [National Colorectal Cancer Awareness Month](#)
- + [National Kidney Month](#)
- + [World Sleep Day \(March 17\)](#)

Learn More

- + Preventive screenings enable early detection and treatment of some serious conditions that may initially have no symptoms, such as cancer, high blood pressure, and high cholesterol. If these illnesses go undetected, this may lead to increased risk of costly chronic conditions, which may also increase the likelihood of hospitalization and death.
- + **Recommended Resources:** [Willis Towers Watson](#) and [Business Group on Health](#)

Engage Employees

- ✓ Remind employees to visit their primary care provider for their annual wellness visit and to stay up-to-date on preventive screenings and immunizations. Use our [Primary Care Provider toolkit](#) and [preventive health care](#) resources to support your initiatives.
- ✓ Encourage employees to find in-network providers with our [Provider Directory](#) or in their [myProvidence account](#). Employees can also use myProvidence to determine prices for treatments and prescriptions

April

Physical Activity | Get moving!

Observances and Key Dates

- + [Move More Month](#)
- + [Stress Awareness Month](#)
- + [National Humor Month](#)
- + [Alcohol Awareness Month](#)

Learn More

- + According to the Centers for Disease Control (CDC), using worksite wellness programs that promote physical activity can help you create a healthier workforce, which can mean lower health care costs for both you and your employees.
- + **Recommended Resource:** [CDC Active People, Healthy Nation](#)

Engage Employees

- ✓ Offer competitive benefits and perks that promote movement, such as stipends for activity trackers, public transit passes, bike share programs, fitness studio classes or memberships, and home office ergonomic equipment. Download our [physical activity resources](#) for additional recommendations.
- ✓ Encourage employees to kick-start their physical activity routine. Members can save on fitness memberships through [Active&Fit Direct™](#), [LifeBalance](#) and [Basecamp](#).

May

Stress | Cope with stress

Observances and Key Dates

- + [Mental Health Month](#)
- + [Women's Health Month](#)
- + [Arthritis Awareness Month](#)
- + [Better Sleep Month](#)

Learn More

- + We are in the midst of a national mental health crisis. Two out of five adults report symptoms of anxiety or depression. We know that mental health occurs along a continuum, with thriving and positive mental well-being at one end and serious mental health conditions or addictions at the other. In between, however, there are many shades of substance use, anxiety, depression, and other conditions that vary in intensity and impact.
- + **Recommended Resource:** [StigmaFree Company Video](#)

Engage Employees

- ✓ Offer comprehensive [behavioral health benefits](#) and ensure employees know how to use them. Reduce stigma by regularly communicating and encouraging mental health-enhancing behaviors. Download our [behavioral health resources](#) for additional recommendations.
- ✓ Offer and encourage supervisors and employees to participate in [Mental Health First Aid](#) training. Contact your health management consultant for more information on best practices to reduce risks and support mental health in the workplace.

June

Safety | Safety is fundamental

Observances and Key Dates

- + [National Safety Month](#)
- + [Employee Well-being Month](#)
- + [Alzheimer's and Brain Awareness Month](#)
- + [Men's Health Month](#)

Learn More

- + When catastrophe strikes, it's human nature to look for someone or something to blame. The reality is close to 90 percent of all workplace injuries are caused by the worker's own unsafe actions. When we have safety knowledge and skills, we are more empowered to protect ourselves and help others during potentially unsafe situations.
- + **Recommended Resource:** [National Safety Council Community Safety](#)

Engage Employees

- ✓ Remind employees that the principles of hazard reduction in the workplace also apply at home. Provide tips and [checklists](#) for securing a safe environment off the clock.
- ✓ Offer and/or promote information and trainings to educate employees on best practices for reducing risks at home such as [CPR/First Aid training](#), emergency preparation, and child safety.

July

Back Health | Watch your back

Observances and Key Dates

- + [Park and Recreation Month](#)
- + [Sarcoma Awareness Month](#)
- + [Juvenile Arthritis Awareness Month](#)
- + [World Hepatitis Day](#)

Learn More

- + Across all industries, musculoskeletal (MSK) conditions are one of the largest expenses for employers. MSK conditions can significantly hinder mobility and dexterity leading to reduced productivity, limited work duties, short-term disability, increased medical costs and early retirement.
- + **Recommended Resource:** [Willis Towers Watson](#)

Engage Employees

- ✓ Offer ergonomic assessments and provide interventions to prevent musculoskeletal conditions such as ergonomic chairs, footrests, and standing desks.
- ✓ Encourage employees to be active every day. [Active&Fit Direct™](#) provides discounted gym memberships at more than 11,000 participating fitness centers and on-demand access to over 5,500 free digital workouts.

August

Diversity, Equity, and Inclusion | Celebrate diversity

Observances and Key Dates

- + [Minority Donor Awareness Month](#)
- + [Immunization Awareness Month](#)
- + [Psoriasis Awareness Month](#)
- + [National Breastfeeding Month](#)

Learn More

- + Prioritizing diversity, equity, and inclusion (DEI) in the workplace can help our communities achieve health equity across race, gender identity and socioeconomic status. Companies with a diverse, equitable, and inclusive culture are more likely to be innovative and productive by being better able to anticipate change and effectively respond, resulting in overall better business outcomes.
- + **Recommended Resources:** [Society for Human Resource Management](#) and [Wellable](#)

Engage Employees

- ✓ Establish employee-led communities such as employee resource groups, DEI groups or wellness groups so employees with common interests can come together to share experiences and learn from each other.
- ✓ Demonstrate your commitment to DEI by ensuring leadership is representative of your workforce, providing implicit bias training and offering benefits and programs that support all employees. Download our [health equity guide](#) for additional recommendations.

September

Immune Support | Stay healthy

Observances and Key Dates

- + [Healthy Aging Month](#)
- + [National Preparedness Month](#)
- + [Suicide Prevention Awareness Month](#)
- + [Alzheimer's Awareness Month](#)

Learn More

- + Seasonal viruses such as the flu and common cold put an economic burden on the workforce through increased medical costs and decreased employee productivity. The average employee misses 2.8 days of work from the flu and many employees miss work to care for sick family members, too. Employees who come to work when sick can spread the illness to coworkers.
- + **Recommended Resources:** [Centers for Disease Control and Prevention](#) and [American Lung Association](#)

Engage Employees

- ✓ Make it easy for employees to get vaccinated by hosting an on-site vaccination clinic or sharing information about nearby pharmacies or walk-in clinics. Use our [flu prevention toolkit](#) and [on-site vaccination clinic](#) resources to support your initiatives.
- ✓ Provide employees with PTO for sick days, which can also be used for caretaking sick family members. Allow flexible scheduling and remote work environments, when feasible, so employees don't come into work sick.

October

Time Management | Make your time count

Observances and Key Dates

- + [National Breast Cancer Awareness Month](#)
- + [Health Literacy Month](#)
- + [Mental Health Screening Month](#)
- + [Eczema Awareness Month](#)

Learn More

- + Many people feel there aren't enough hours in the day to get everything accomplished. Meetings, emails, and unexpected requests can disrupt the day and make it extra challenging to complete tasks. Time management skills are essential in the workplace contributing to better work quality, less stress and better work-life balance.
- + **Recommended Resources:** [WebMD](#) and [Clockify](#)

Engage Employees

- ✓ Remind employees of [perks and programs](#) to help them save them time and money – like [ExpressCare](#) for same day in-person or virtual care and [LifeBalance](#) for discounts to recreational and cultural activities.
- ✓ Encourage employees to establish healthy boundaries, take regular breaks and schedule regular check-ins with their supervisor to discuss projects, schedule and workload. If possible, schedule meeting-free days and allow for flexible scheduling so employees can complete tasks during hours they are at their best.

November

Sleep | Sleep more soundly

Observances and Key Dates

- + [National Diabetes Month](#)
- + [Epilepsy Awareness Month](#)
- + [Lung Cancer Awareness Month](#)
- + [Great American Smokeout \(16th\)](#)

Learn More

- + Adequate sleep helps us achieve optimal mental and physical well-being. Unfortunately, 1 in 3 American adults report that they get less than 7 hours of sleep per night. Poor sleep increases a person's risk for various chronic conditions, weakens the immune system, and reduces physical and cognitive reaction times and accuracy, posing safety risks and decreasing productivity.
- + **Recommended Resources:** [CDC Workplace Health Resource Center](#) and [Sleep Foundation](#)

Engage Employees

- ✓ Encourage healthy habits and self-care, like eating a balanced diet, being physically active, and managing stress. Members have access to lifestyle [health coaching](#), [well-being workshops](#) and our [Healthy Bites podcast](#) to support them in creating a truly healthy life.
- ✓ Promote [behavioral health resources](#) available through Providence, such as Behavioral Health Concierge and Learn to Live, and your Employee Assistance Program (EAP).

December

Social Connection | Connect with others

Observances and Key Dates

- + [Influenza Vaccination Week](#)
- + [Crohn's and Colitis Awareness Week](#)
- + [National Safe Toys and Gifts Month](#)

Learn More

- + Having a strong social network is associated with reduced risk of depression and anxiety, lower levels of stress, increased practice of healthy lifestyle habits and greater happiness. Employees who have strong social bonds at work report higher levels of engagement, motivation and work quality. While many employees have embraced the benefits of working remotely, social connections may suffer.
- + **Recommended Resources:** [Center for Workplace Mental Health](#) and [WebMD](#)

Engage Employees

- ✓ Create in person or virtual opportunities for socialization such as team lunches, volunteer events, birthday or holiday celebrations - or team building activities like trivia, sports teams, or book clubs.
- ✓ Promote community events, volunteer opportunities or group fitness classes, such as those available through [Providence Basecamp](#), that bring people with common interests together.



When you're healthy, you can feel inspired to do great things for your community and the world at large. We believe healthcare is a human right — everyone has a right to quality healthcare. We're dedicated to the health and care of every member of our community, no matter where they live or who they work for.

Because everyone's well-being matters.

Want support for your employee well-being program? Contact your Health Management Consultant or Account Manager. Or email our team at workplacewellness@providence.com

[ProvidenceHealthPlan.com](https://www.providencehealthplan.com)