

# Supporting Holistic Wellness in Healthcare

Many work and personal stressors have an enormous impact on healthcare workers, resulting in an increase in absenteeism, agency utilization, negative patient outcomes, or resignations. This can be extremely costly for a healthcare organization.



Implementing a holistic approach to combatting employee stress and burnout could result in improved engagement, productivity, and reduce turnover.

## Things to consider when taking the holistic approach:

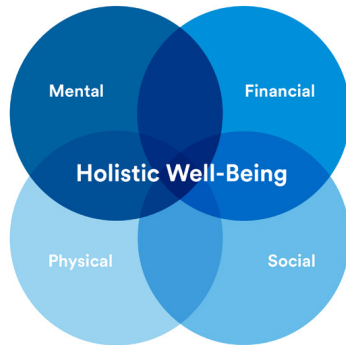
Taking a holistic approach includes all four facets of an employee’s overall well-being. These facets consist of their financial, mental, physical, and social health.

### Mental

Providing an EAP, reducing stigma surrounding emotional wellbeing, identification of workplace stressors.

### Physical

Incentives for utilizing wellness programs through health insurance; fitness programs; multiple health insurance options; health coaching such as smoking cessations, and weight loss.



### Financial

Retirement plans, employee financial incentives, financial planning/coaching, job security, insurance options.

### Social

Work-life balance; professional networking groups; building a supportive, open, professional culture.

## Tips for improving holistic well-being for employees:



### Mental Wellness

Consider having open dialogue and check-ins with staff regarding mental wellness. Provide resources to frontline managers to reduce the mental health stigma.



### Data Analytics

Review data within your organization to identify if additional equipment can be considered to ensure patient/ staff safety and reduce injuries.



### Training/Orientation

Training/orientation plans that focus on tools for success resulting in employee retention. Cross training can allow workers to move within an organization to meet staffing needs.



### Flexible Scheduling

Explore alternatives for shift work and PTO. Allowing staff to participate in this process can improve relationships and trust between staff and management.

The information contained herein is for purely informational purposes only, and is not intended to present medical, occupational, or therapeutic advice.