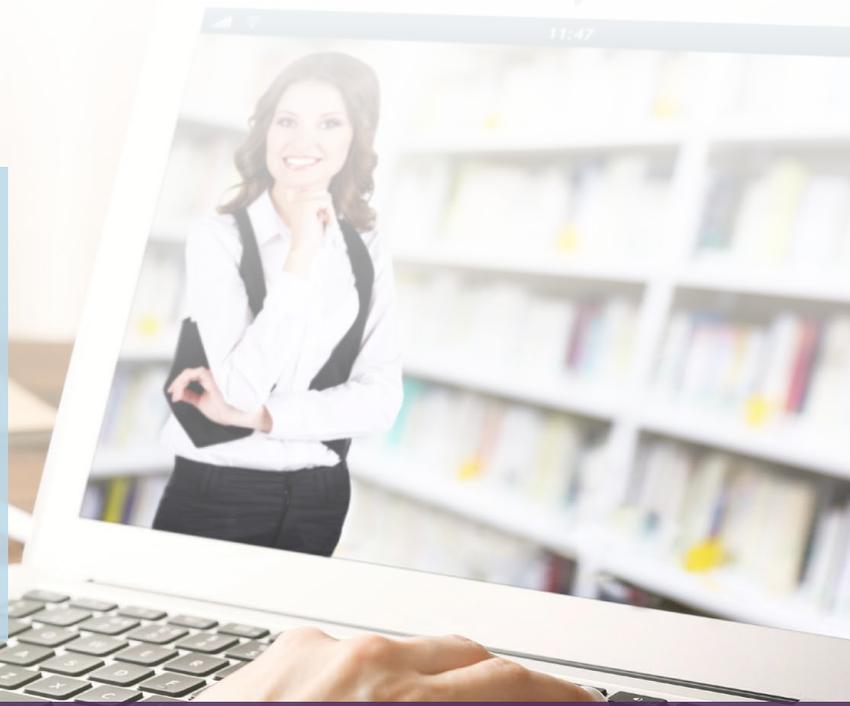


From Wellness to Well-being

Trends in supporting employee health and happiness

Follow-up Guide



As a benefits decision-maker for your company, you want the best for your people while still managing costs. Employees' overall well-being drives productivity, engagement, and resilience in the workplace.

What can you do to improve their health and happiness?

Take-Away Tips

- Wellness addresses physical health, but well-being encompasses so much more including physical, emotional, social, spiritual, and financial health.
- When employers care about the overall well-being of employees, it creates:
 - Better health and presenteeism
 - Increased tenure with company
 - Higher productivity
 - Empowerment of employees to take more responsibilities
 - Better community engagement, which improves company's brand
- Along with physical health, a culture with mindfulness, kindness and compassion, and social connection — with leaders setting the example — can contribute to a positive work environment and have a better impact on the bottom line.

What can **YOU** do to help your company?

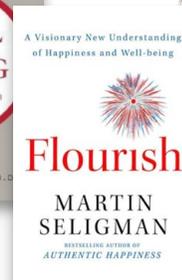
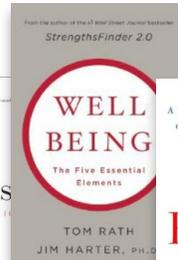
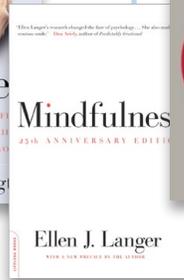
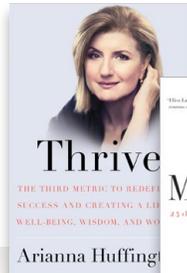
- Understand key well-being concepts and the importance to your organization.
- Choose benefit structures that make the move from wellness to well-being.
- Drive employee engagement in Well-being programs with awareness campaigns and provide incentives.
- Make the case for well-being with value of investment — which measures important factors such as employee morale, decreased use of sick days, increased productivity, positivity and plan to measure participation/success.
- Take advantage of the available resources on the next page.



Learn more with additional resources

BOOKS/PODCASTS:

- Thrive: The Third Metric to Redefining Success and Creating a Life of Well-Being, Wisdom, and Wonder – Arianna Huffington
- Mindfulness – Ellen J. Langer
- Wellbeing: The Five Essential Elements – Tom Rath / Jim Harter
- Flourish: A Visionary New Understanding of Happiness and Well-Being – Martin E.P. Seligman
- On Being – Krista Tippett
- The Blue Zones – Dan Buettner
- The Happiness Advantage: The Seven Principles of Positive Psychology that Fuel Success & Performance at Work – Shawn Achor



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Wellness and well-being resources on the Blue Cross employer portal at bcbsm.com.

