Main Lessons Learned

Before we give you some idea of what we learned from researching wellness in general, and each dimension in specific, I’d like to begin by listing the other things we learned during the paradigm challenge.

We learned:

- Research tasks are like meals – they are best shared with others
- Usable Information on wellness is lacking – it is a confusing mess of overlapping insurance companies, hospitals, major corporations, private coaches, nonprofits, and government agencies all scrambling to get people’s attention
- Most wellness programs are for employees of a particular company
- Many of the best wellness solutions are nearly impossible to find
- There is an abundance of people willing to sell something in hopes of improving one aspect of wellness
- There’s quite a variety of opinion on wellness from lots of sources
- It is most valuable to find an authoritative, honest, competent, unbiased source when researching
- Brainstorming sessions work best in-person, with a dry-erase marker board and plenty of extra markers
- a very small fraction of professionals seem focused on wellness from a holistic point of view
- You don’t know what you don’t know – collaboration can help!
- How to create video stories with animated drawings
- Sometimes, half the battle is just working up the courage to ask someone for help
- The basics of using Adobe Premiere Pro video editing software
- Just about everything takes about 3 times longer than expected
- Many new ventures fail because they never reach critical mass – not enough people know about it or it is not catchy enough for the word to spread in time
- The people in the Stanford brainstorming video drink way too much coffee
- Try brainstorming on different days and at different times
- How to synthesize multiple opinions
- How much stamina it requires to arrive at a good idea
- How much stamina it takes to refine a good idea into a great idea
- Often less is more and more is less
- Having endurance to push through when the challenge is like an uphill climb seemingly never-ending
- Ignoring the limitations associated with being a kid long enough to do something uncommon
- We are held back by our fear of asking others for help
- If a kid is brave enough to ask adults for advice, they usually get it
- Trademark and patent basics are not that hard to learn
- Teamwork makes a dream work
- There is genuine joy in improving people’s lives by inventing something useful for them
Research

Below is a sample of some of the research we performed. This became even more important once our idea focused around a becoming a trusted hub to share the best wellness advice. We are including the research here as this information was an important part of what we learned.

General Wellness

Wellness is the process of becoming aware of and making conscious choices toward a balanced and healthy life. Healing is the process of making or becoming healthy again through natural, medicinal, or other intervention.

Our modern use of the word “wellness” dates to the 1950s and a seminal – but little known – work by physician Halbert L. Dunn, called High-Level Wellness (published 1961). Although Dunn’s work received little attention initially, his ideas were later embraced in the 1970s by an informal network of individuals in the U.S., including Dr. John Travis, Don Ardell, Dr. Bill Hettler, and others. These “fathers of the wellness movement” created their own comprehensive models of wellness, developed new wellness assessment tools, and wrote and spoke actively on the concept. Travis, Ardell, Hettler and their associates were responsible for creating the world’s first wellness center, developing the first university campus wellness center, and establishing the National Wellness Institute and National Wellness Conference in the U.S.

From 1980-2000, the wellness movement begins to gain momentum, and get taken more seriously by the medical, academic and corporate worlds. For instance, Hettler’s National Wellness Institute caught the attention of Tom Dickey and Rodney Friedman, who then established the monthly Berkeley Wellness Letter (1984), designed to compete with the Harvard Medical School Health Letter, pointedly using “wellness” in the title as contrast. This influential academic publication presented evidence-based articles on wellness approaches, while also debunking numerous health fads. More medical establishment validation: in 1991 the U.S. National Center for Complementary and Alternative Medicine (NCCAM) was established, as part of the government-funded National Institutes of Health.

More government-sponsored programs to promote healthier lifestyles launched in U.S. cities/states. The modern concept of wellness also spread to Europe, where the German Wellness Association (Deutscher Wellness Verband, DWV) and the European Wellness Union (Europäischen Wellness Union, EWU) were founded in 1990.

At the latter end of the 20th century, many corporations began developing workplace wellness programs. The fitness and spa industries globally experienced rapid growth. And an ever-growing line-up of celebrities and self-help experts started bringing wellness concepts to a mainstream audience. However, despite all these disparate developments, this momentum had not yet coalesced under the formal banner of a “wellness industry.”

http://www.nationalwellness.org/?page=six_dimensions
https://www.uwsp.edu/HPHD/Pages/7dimensions.aspx
Social Wellness

Social wellness is the process of creating and maintaining healthy relationships and contributing to your community.

Social Wellness is our ability to maintain healthy, supportive relationships with other people. Social Wellness is necessary for your well-being and longevity. Poor social health can result in sickness & disease. A social issue like loneliness caused by a poor support network may double your risk of death within any time period, at any age.

Here are a few more quick tips on how to improve your social health:

- Spend time with friends and family
- Avoid those that put you down, take but never give
- Pursue activities and people who nurture your needs
- Join a club or organization that interests you

In Germany’s Hotel Business

In the German wellness hotel industry, the basic idea behind social wellness isn’t a completely new one. “Twenty years ago we made the social aspect of wellness an important component of what is required of a wellness hotel” says Michael Altwiescher, managing director of Wellness-Hotels & Resorts. “Activities which enable guests to enjoy time together have always played an important role, particularly as we have become more aware of its importance.” This certainly doesn’t mean that the relaxation areas in wellness hotels are going to disappear in the future. They are an essential oasis of silence in our quite often noisy and hectic daily life. “It is more about the mixture of these relaxation areas with rooms for communication”, says Altwiescher.

Guests don’t need to be concerned about stereotypical travel groups or games for singles in their wellness hotel. Instead guests can look forward to the endless possibilities of sharing experiences within a group. It can come in the form of guided walks with the hotel owner’s family, to cooking courses, lectures and concerts. More options can be a wellness breakfast with the spa management team or coaching on topics like partnership, relationships and mindfulness. “Each of our Wellness-Hotels & Resorts’ members offer a variety of social wellness experiences according to the overall concept of the hotel”, explains wellness expert Michael Altwiescher. Whether you are 20 or 70, the social support is a major component of a healthy and happy life.

https://www.wellnesshotels-resorts.de/en/social-wellness-a-way-to-well-being
Physical Wellness

*Physical wellness is the process of engaging in physical activity on a daily basis.*

[https://wellness.ucr.edu/physical_wellness.html](https://wellness.ucr.edu/physical_wellness.html)

Physical wellness involves aspects of life that are necessary to keep yourself in top condition. Optimal physical wellness is developed through the combination of beneficial physical activity/exercise and healthy eating habits. Elemental components of physical wellness include building muscular strength and endurance, cardiovascular strength and endurance and flexibility.

Physical wellness is also concerned with developing personal responsibility for your own health care, such as caring for minor illnesses and knowing when professional medical attention is needed. Developing physical wellness empowers you to be able to monitor your own vital signs and understand your body's warning signs. You'll understand and appreciate the relationship between sound nutrition and how your body performs. The physical benefits of looking good and feeling terrific most often lead to the psychological benefits of enhanced self-esteem, self-control, determination and a sense of direction.

Are you engaged in the process of physical wellness?
Do I know important health numbers, like my cholesterol, weight, blood pressure, and blood sugar levels?
Do I get annual physical exams?
Do I avoid using tobacco products?
Do I get sufficient amount of sleep?
Do I have an established exercise routine?
[https://www.unh.edu/health/ohep/physical-wellness](https://www.unh.edu/health/ohep/physical-wellness)

Emotional Wellness

*Emotional wellness is the process of creating and maintaining a positive balance and enthusiasm about life.*

Emotional wellness inspires self-care, relaxation, stress reduction and the development of inner strength. It is important to be attentive to both positive and negative feelings and be able to understand how to handle these emotions.


Signs of emotional wellness
Tips to increase emotional wellness and assessing emotional wellness

https://www.definitionofwellness.com/dimensions-of-wellness/emotional-wellness/

Resources

https://www.nih.gov/health-information/emotional-wellness-toolkit-more-resources

https://www.xavier.edu/health-wellness/prevention/emotional-wellness.cfm

https://www.jointservicessupport.org/PHP/Emotional.aspx

https://www.thebalance.com/how-to-build-a-successful-workplace-wellness-program-1917966?utm_term=Examples+of+Corporate+Wellness+Programs&utm_content=p1-main-2-title&utm_medium=sem-rel&utm_source=google_s&utm_campaign=adid-15a27c47-5f49-4cb1-84d6-a1210b3be6d8-0-ab_gsb_ocode-603328&ad=semD&an=google_s&am=broad&q=Examples+of+Corporate+Wellness+Programs&o=603328&qsrc=6&l=sem&askid=15a27c47-5f49-4cb1-84d6-a1210b3be6d8-0-ab_gsb

Corporate work ideas for general wellness


Career Wellness

*Career wellness is the process of making and maintaining choices that are meaningful and that contribute to personal growth and work satisfaction.*

(Excerpt from generalizable hub source, Horton and Snyder)

Occupational wellness is the final dimension in the wellness model. An occupation is what someone does for a living and where the individual works. Occupational wellness is achieved when there is a proper “fit” between the individual and the job, similar to the fit between a person and his or her environment. Someone's occupation, from a larger perspective, continues even into retirement, as wellness, career, and leisure are intertwined (Lengfelder, 1987). Leisure wellness and time management is there a connection? College Student Journal, 21: 180–183. [Google Scholar]. Most often, occupational wellness is achieved through contentment with one's job (either paid or unpaid). Achieving occupational wellness does not necessarily translate into well employees and subsequent firm profitability. For example, an examination of the Canadian steel industry found that the work environment accounted for only 14% of lost time. The remaining 86% of lost time occurred at home (Murray, 2004). Murray, J. 2004. Our product is steel … our strength is people. Annual Quality Congress Proceedings, 58: 163–180. [Google Scholar]. Similarly, student occupational success can not focus solely on the time spent in the classroom; the remaining six dimensions can and will affect success. Contentment with the job can and should be viewed from a holistic perspective, as it appears possible to increase life satisfaction through serious leisure (Fave & Massimini, 2003). Fave, A.
To fully understand occupational wellness it is often necessary to link job satisfaction and life satisfaction (Ghiselli, La Lopa, & Bai, 2001). Job satisfaction, life satisfaction, and turnover intent among food-service managers. *Cornell Hotel and Restaurant Administration Quarterly*, 42(2): 28–37. [Google Scholar]. The homemaker raising a family and volunteering throughout the community may be completely satisfied in his or her occupation, and therefore occupationally well. Conversely, the chief executive officer (CEO) of a Fortune 500 company who is perceived as successful based on social position, compensation, and title may be extremely unsatisfied in his or her position, and therefore occupationally unwell. For students, occupational wellness may constitute having a job on campus while going to school, or simply attending classes. The correct amount of time working at an occupation to satisfy an individual's wellness is again dependent upon the individual and the occupation. Personal aspirations will often drive an individual's time in the office, and consequently, their satisfaction related to how time is spent. For a workaholic, spending 70 to 80 hours at the office may constitute a viable wellness plan, whereas 30 hours may be sufficient for someone else.

## Intellectual Wellness

*Intellectual wellness is the process of expanding personal knowledge and skills by learning new ideas, seeking out new information, and sharing them with others.*

Intellectual wellness according to UC Davis:

Intellectual wellness encourages us to engage in creative and mentally-stimulating activities. These activities should expand your knowledge and skills while allowing you to share your knowledge and skills with others. Intellectual wellness can be developed through academics, cultural involvement, community involvement and personal hobbies. As intellectual wellness develops, you are able to develop personal resources that work together with the other realms of wellness in order to be achieve a more balanced life.

**Importance of Intellectual wellness:**

Intellectual wellness encourages learning. It is important to explore new ideas and understandings in order to become more mindful and better-rounded. Having an optimal level of intellectual wellness inspires exploration. Intellectual wellness also stimulates curiosity. Curiosity is important because it motivates you to try new things and develop an understanding of how you see the relationship between yourself, others and the environment.

**Ways to develop Intellectual Wellness**

- Be open-minded. Listen. When you participate in active listening you are able to fully comprehend the information that is being given to you. Pick up a hobby. Hobbies are great ways to increase your skill set. They can also be fun! Travel. The best way to gain knowledge as well as an appreciation for another culture is to experience it yourself. Express your creative side by exploring different avenues of creativity and artistic expressions.

Source: https://shcs.ucdavis.edu/wellness/intellectual

8 steps to increase Intellectual Wellness according to Illinois State:

1. Read for fun
2. Debate an issue with a friend from an opposing viewpoint
3. Improve skills by studying and learning
4. Learn a foreign language
5. Play a game
6. Play a musical instrument
7. Write down your thoughts / journal
8. Do crossword/sodoku puzzles

Source: https://news.illinoisstate.edu/2014/03/seven-simple-steps-increase-intellectual-wellness/

GENERALIZABLE HUB SOURCE (Horton and Snyder):
http://www.tandfonline.com/doi/full/10.1080/15332840802269858?scroll=top&needAccess=true

(Section on Intellectual Wellness):

Intellectual wellness is stimulating the mind for stimulation sake; it keeps one engaged in meaningful, informed conversations on an ongoing basis (Hettler, 1984; Hettler, B. 1984. Wellness: Encouraging a lifetime pursuit of excellence. Health Values: Achieving High-Level Wellness, 8(4): 13–17. [PubMed], [Google Scholar]). Reading books on unfamiliar topics, increasing one's personal vocabulary, or participating in educational pursuits via the local library, a lecture series, or a college course could all be viable ways to enhance intellectual wellness and promote lifelong learning that is useful both on a personal and professional level. Ferrari Corporation has discovered that intellectual stimulation for line-level and senior management employees results in a healthy work environment (Gardiner, 2006; Gardiner, M. 2006. Conversation: Sparking creativity at Ferrari. Harvard Business Review, 84(4): 23–23. [Web of Science ®], [Google Scholar]).

Herein lies a tactical problem to the categorization and study of wellness. One person's intellectual wellness may be another person's occupational wellness. If an English teacher reads a great work of literature for the sole purpose of broadening one's knowledge, then the book likely satisfies, and benefits, that teacher's intellectual wellness. However, if that same English teacher reads a classical work of literature to prepare for class, develop assignments, and improve one's ability to successfully do one's job, then the classical work of literature is more likely satisfying occupational wellness. Therefore there ambiguity may exist in subsequent categorization of wellness areas. As noted earlier, wellness has as much to do with perceptions and how those perceptions impact individual behaviors, which then may determine the pace and capacity of intellectual capital (Fylkesnes & Ørde, 1991; Fylkesnes, K. and Ørde, O. H. 1991. The TromsØ study: Predictors of self-evaluated health—Has society adopted the expanded health concept?. Social Science & Medicine, 32(2): 141–146. [Crossref], [PubMed], [Web of Science ®], [Google Scholar]).

Intellectual capital is how an organization delivers value to its customers. Managing intellectual capital and subsequent wellness dimensions as firm assets is imperative to the success of an organization (Roslender et al., 2006; Roslender, R., Stevenson, J. and Kahn, H. 2006. Employee wellness as intellectual capital: An accounting perspective. Journal of HRCA: Human Resource Costing & Accounting, 10(1): 48–64. [Crossref], [Google Scholar]). Firms that cultivate intellectual wellness, such as Ferrari, have been found to be more profitable (Gardiner, 2006; Gardiner, M. 2006. Conversation: Sparking creativity at Ferrari. Harvard Business Review, 84(4): 23–23. [Web of Science ®], [Google Scholar]). As Roslender et al. (2006) Roslender, R., Stevenson, J. and Kahn, H. 2006. Employee wellness as intellectual capital: An accounting perspective. Journal of HRCA: Human Resource Costing & Accounting, 10(1): 48–64. [Crossref], [Google Scholar] point out, valuing intellectual capital is a real issue in today's business environment. As students enter the workplace they too should be able to place a value on their intellectual capital and individual wellness.
Environmental Wellness

Environmental wellness is the process of taking responsibility for the environment and creating sustainable human and ecological communities, as well as improving the quality of air, water, land, and space.

Environmental wellness inspires us to live a lifestyle that is respectful of our surroundings. This realm encourages us to live in harmony with the Earth by taking action to protect it. Environmental well-being promotes interaction with nature and your personal environment.

One area of great interest is the potential that gardening or small farming could be a ‘super-activity’ as it could help with multiple areas of wellness such as: physical, emotional, financial, and social.

Beginner vegetable gardening at home is an easy way to save money. Planting one tomato plant can provide you with 10 pounds of fruit over the course of a season. In almost every case, the flavor and texture of varieties of vegetables from a container vegetable garden far exceed grocery store produce. By planting vegetables in pots, you enjoy the pleasure of savoring delicious, sun-warmed tomatoes fresh from your backyard. Plus, growing vegetables in containers and raised beds can be fun: it’s a great way to get away and spend time outdoors in the sun. Our tips and tricks will help get you the best vegetable garden this season.

Check out tips for growing an organic vegetable garden.

Deciding what to plant in a vegetable garden is easier than you think. If you plan it right, you can enjoy a beautiful container vegetable garden or raised bed vegetable garden without having to spend hours tending to it. When deciding what to plant in a beginner vegetable garden, it’s best to start small. Many gardeners can get too excited at the beginning of the season and plant more warm-season vegetables than they need.

First think about how much you and your family will eat. Keep in mind vegetables like tomatoes, peppers, and squash keep providing throughout the season—you may not need many plants to serve your needs. Other vegetables, such as carrots, radishes, and corn, produce only once.

Learn how to grow a plentiful container vegetable garden.

This is a good resource for environmental wellness:
https://www.unh.edu/health/ohep/environmental-wellness

Tips for environmental wellness:
Spiritual Wellness

Spiritual wellness is the process of seeking meaning and purpose in human existence and establishing peace and harmony in our lives.

On an energy level, spiritual wellness involves being present in your body and creating balance and flow through your personal energy system (aura, energy channels and chakras). Doing things like learning to meditate, receiving spiritual healing and counseling are spiritual investments in yourself. These practices support you in knowing who you are and what you need to do in order to create balance and flow in your life.

http://www.the-auras-expert.com/spiritual-wellness.html

- Meditate
- Pray
- Read a spiritual message

Stephanie Ludwig is dedicated to helping guests nourish their spiritual lives through the cultivation of self-love, awareness of the present moment and transformative spiritual practices. She specializes in women’s spiritual development, exploring pathways to greater purpose and meaning in life, navigating change and transitions, healing grief and trauma through spiritual growth, accessing dreams and creative expression for spiritual insight and the scientific study of spirituality. Stephanie founded Girls on the Run of Northern Arizona, a nonprofit organization that inspires girls and women to be joyful, healthy and confident through holistic wellness education and running.

Stephanie embraces nature as a powerful teacher of mindfulness and simplicity, and cherishes regular time spent trail running, hiking, camping and backpacking in wild and beautiful places. She also revels in quiet time with loved ones, listening to the desert songbirds, reading, writing and baking.

https://www.canyonranch.com/tucson/overview/our-experts/stephanie-ludwig-ph-d-m-m-div/

Financial Wellness

Financial wellness is the process of understanding your financial situation and effectively managing your income and your expenses.

https://www.forbes.com/sites/nextavenue/2017/05/18/why-workplace-financial-wellness-programs-are-hot/#5dfc9d8c13f8
https://shcs.ucdavis.edu/wellness/financial

Resources

https://www.nih.gov/health-information/environmental-wellness-toolkit

http://definitionofwellness.com/dimensions-of-wellness/environmental-wellness/
Financial Wellness involves the process of learning how to successfully manage financial expenses. Money plays a critical role in our lives and not having enough of it impacts health as well as academic performance. Financial stress is repeatedly found to be a common source of stress, anxiety and fear for college students. Keeping track of expenses, making a budget, and sticking to it are important skills to have in order to be financially responsible and independent. Learning how to maximize your financial wellness now will help you feel prepared to handle potentially stressful financial situations in the future.

The Route to Financial Wellness

Rest assured that you are not the only one in the process of learning how to manage finances more efficiently. There is an array of resources on and off campus as well as workshops and programs that can guide you toward money-managing success. Everyone’s financial situation is different, so it is up to you to select the proper mix of resources that work best according to your needs. The most important point to remember is that maximizing financial wellness is a process that does not occur immediately. Be proactive by seeking related resources and learning about money-managing strategies to build your financial wellness.

Financial Wellness Tips:

- Don’t put it off - identify and address any financial problems before they start.
- Keep organized records of your finances.
- Take advantage of student discounts.
- Plan ahead and set budget goals.
- Balance your other dimensions of Wellness, they all tie in to financial wellness as well.


Staples realized it needed to start thinking more broadly about financial health of its associates when it came time to sign employees up for the company 401(k). At first, Staples thought it had a communication problem. Participation rates were disappointing. Executives thought workers didn’t understand the benefits – that employees didn’t realize they were giving up free money by passing on the company match. Or that the low participation rate might indicate a structural problem. Perhaps the program was too difficult to navigate or the barriers to participation were too high? Staples started experimenting with simplifying enrollment and changing eligibility requirements. To learn more, Lisa Blasdale, Staples Senior Benefits Manager, made a special effort to get out into the field, touring facilities and meeting associates. Initially, Blasdale says employees would not talk to her about why they were not participating in the 401(k) plan. But after people got to know and trust her, associates began to share their stories. Blasdale learned many long-time Staples associates did not believe they had enough money to save anything. They reported that they were struggling with debt or basic credit issues. The conversations, she says, were “eye opening.” Blasdale realized Staples needed a new approach to increase engagement and help associates. The company decided to refocus its efforts on basic financial management skills. The new programs emphasized the need to manage spending and
What We Learned

make room to pay down high-interest debt. Staples also worked harder to explain the benefits of saving for retirement. But the critical challenge was not just helping associates learn to manage their money, the problem was finding a way to develop programs that could deliver highly engaging financial wellness training at scale for a diverse, far-flung workforce. Blasdale was concerned a typical classroom training on financial skills would be impractical and expensive to implement and it would be too boring to engage associates. Staples wanted an easier approach and got it. Through a connection at Progress Through Business, a nonprofit group supporting entrepreneurship and financial literacy, Staples was introduced to a nonprofit game designer applying financial innovation and entertainment to support the economic success of low-to moderate income families. Bite Club, an online game Staples decided to use, offers players a chance to manage a nightclub for vampires. As they play, employees must decide between 30 FINANCIAL WELLNESS AT WORK REPORT priorities like investing in a 401(k), paying off student debt, and buying some “bling.” The goal is to link game play to positive action that benefits the employee. The game also tapped into the positive power of peer-to-peer interactions by encouraging associates in Staples stores and regions to compete against each other. The contests appeal to the competitive nature of many associates, while fostering collaboration by encouraging employees within a store or region to support each other as they work to improve their financial health. In two different districts, Staples noted that roughly 80% of targeted employees engaged with the company’s game portal page. 73 For Staples, financial wellness has become a critical factor in engaging employees. Blasdale says: “It is really a business imperative if you really want to be competitive right now. You really have to have a productive workforce and in order to have a productive workforce they need to feel great about themselves. They shouldn’t have to worry about how many bill collectors will contact them after they leave the place of employment.” Bite Club was developed by the nonprofit, Doorways to Dreams (D2D) Fund, and encouraged by the reception to Bite Club, Staples is rolling out new games from the same source. Farm Blitz will encourage associates to build emergency savings as they manage farm resources. Refund Rush helps people learn to “split” their tax refunds, dividing their deposits into savings and checking accounts. Blasdale says, “Right now, we might not be able to get them to increase their 401(k) contribution, but that’s fine as long as they are not acquiring more debt.” Staples’ experience has helped convince plan providers to offer games to other companies as a way to boost 401(k) participation and encourage financial wellness.