



2021 Washington Wellness Preview!

A New Year of Wellness

**Health Care Authority
Employees and Retirees Benefits Division
Washington Wellness Program**

Introductions



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Agenda

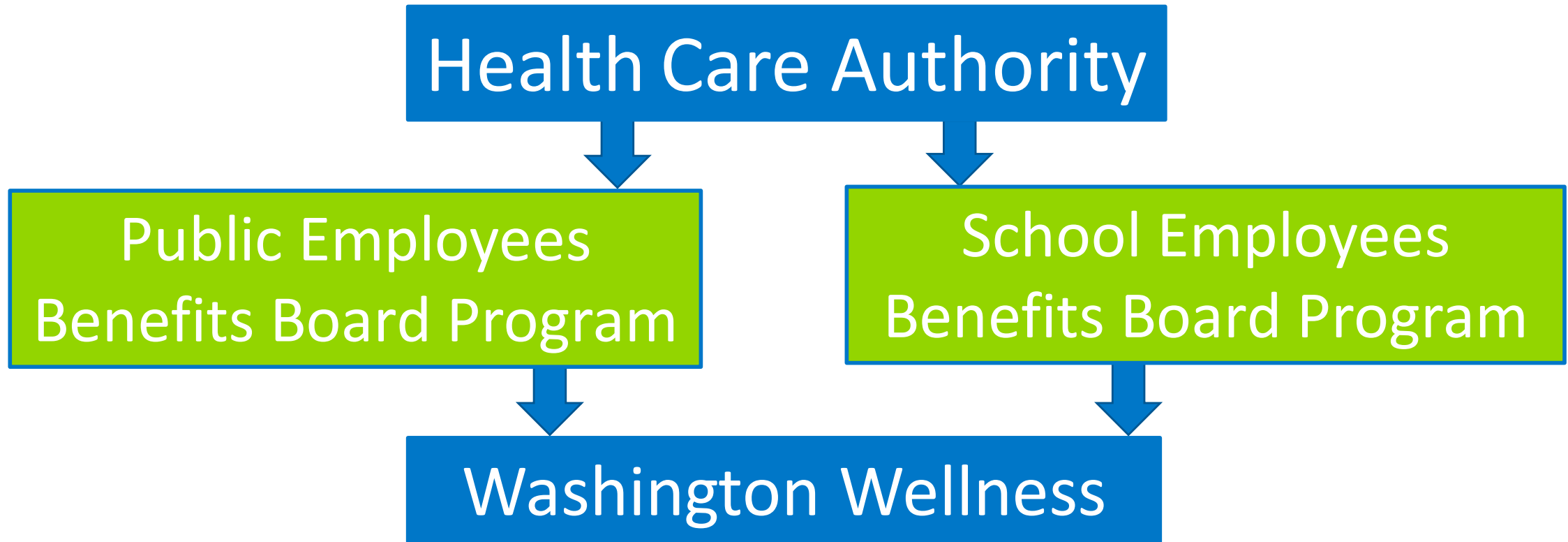
- ▶ Washington Wellness Overview
- ▶ SmartHealth Worksite Wellness Roadmap & Zo8 Award
- ▶ Diabetes Prevention Program
- ▶ Tobacco Prevention & Cessation
- ▶ Washington Wellness Training Plan
- ▶ SmartHealth
- ▶ 2020 Successes & Resources
- ▶ Questions and Closing

Learning Objectives

By the end of today's webinar, you will be able to:

- ▶ Make use of the SmartHealth Worksite Wellness Roadmap to target at least two areas for wellness program improvement
- ▶ Describe at least three types of resources or support available from Washington Wellness
- ▶ Identify and promote at least two SmartHealth activities that align with your wellness program's priorities

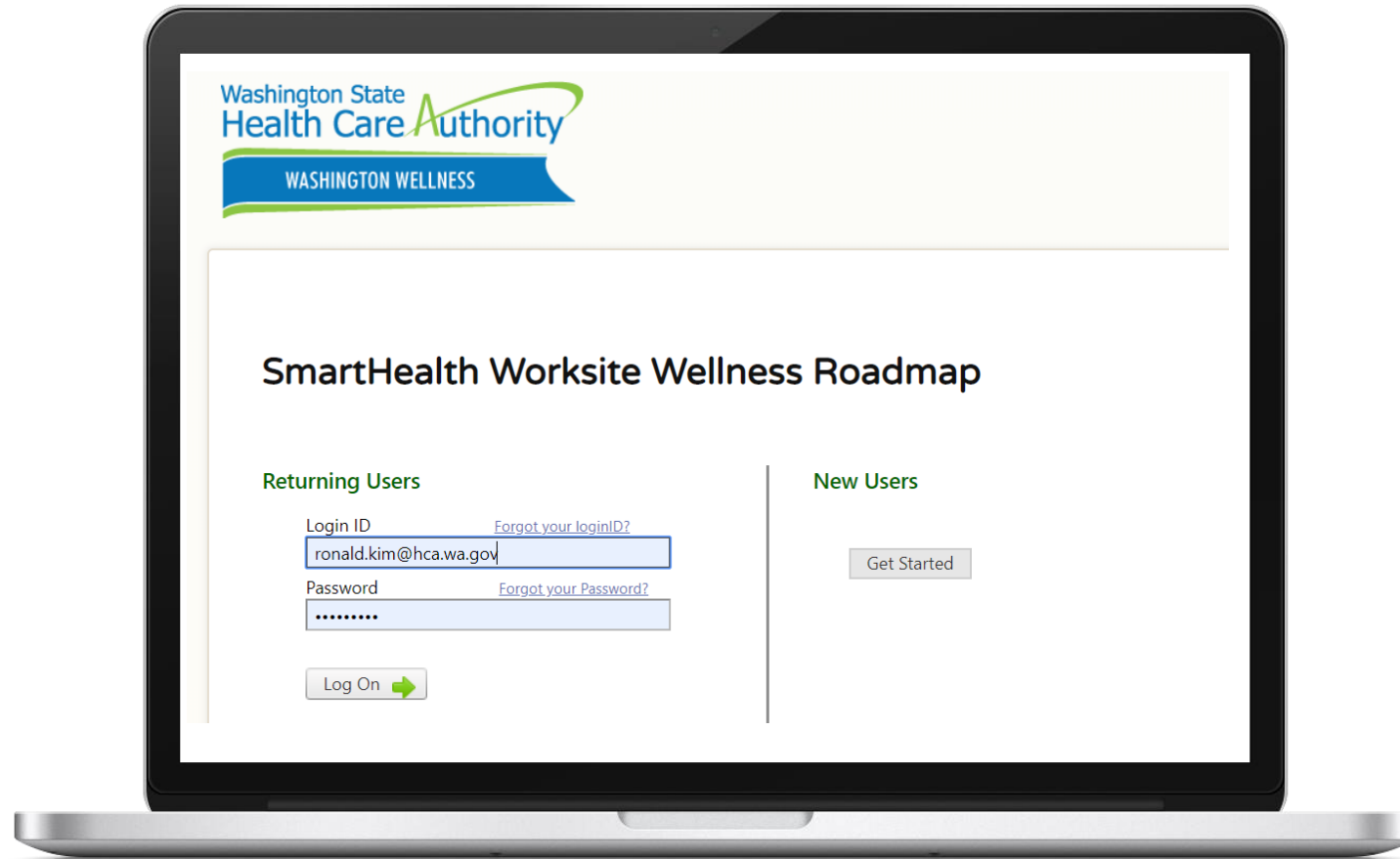
What is Washington Wellness?



Why well-being at work matters



SmartHealth Worksite Wellness Roadmap



Why use the roadmap?



**Based on
best practices**

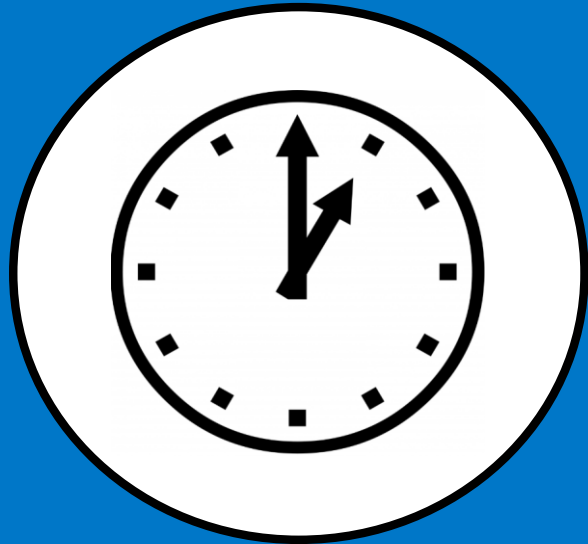


**Step-by-step
project plan**



**Helps new and
mature programs**

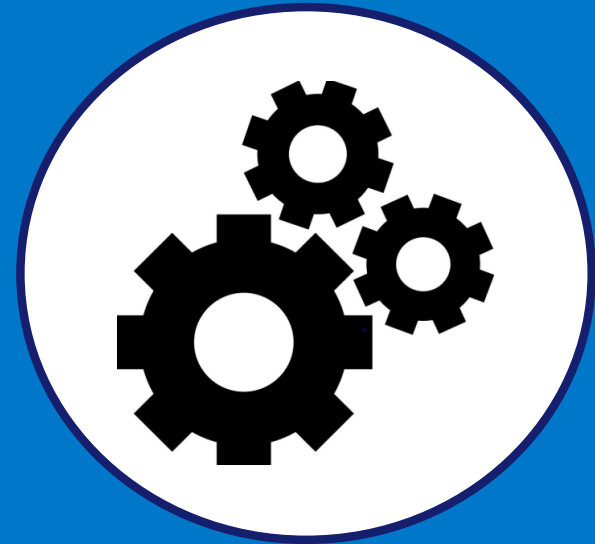
How the roadmap helps



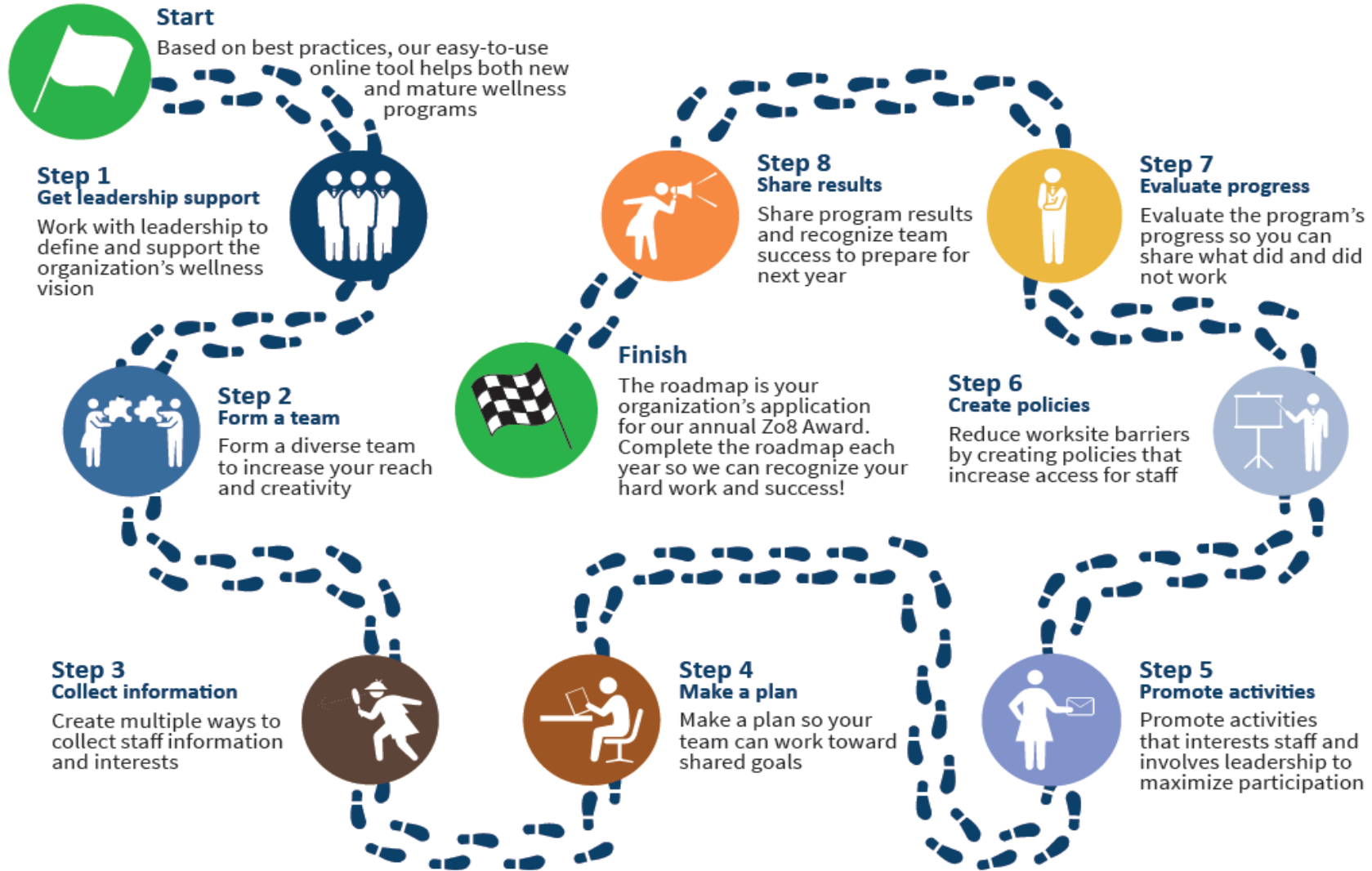
Saves time



Tips and samples



Build as you go





Step 8 **Share results**

Share program results
and recognize team
success to prepare for
next year



**Earn our
Zo8 Award
each year**

Why try for the Zo8 Award?



**Not an all or
nothing review**



**Online:
easy to apply**



**Share your
success**

Learn more

Roadmap – *Build a wellness program at*

hca.wa.gov/about-hca/washington-wellness/build-wellness-program

Zo8 Award – *Tracking success at*

hca.wa.gov/about-hca/washington-wellness/tracking-success



Diabetes Prevention

Why Diabetes Prevention

- ▶ There are many factors that effect diabetes in the workplace
- ▶ The cost to treat diabetes is significant
- ▶ Lost productivity

Why Promote Diabetes Prevention Programs

- ▶ Diabetes prevention should be part of your wellness program
- ▶ Aligns with the Governor's executive order
- ▶ Helps control medical costs

Diabetes Prevention Program Omada



Omada Success



21,148



Your participants engage with the Omada program on average **34.7** times per week.

Average Weekly Activity for Participants in Foundations
Includes: Starters

	Logins	Lesson Completion Rate	Weigh-ins	Food/Activity Tracking	Messages to Coach	Group Posts
Your Population	17.9	80.4%	5.5	8.7	0.9	0.9
Benchmark*	15.5	79.0%	5.3	5.3	0.8	1.3



PARTICIPANT SATISFACTION RATE

87%

Benchmark: 85%
Number of Responses: 748

Overall, how satisfied are you with the Omada program?



TOP RATED PROGRAM FEATURES

1. Scale
2. Lessons
3. Food Tracking

Diabetes Prevention Program Livongo



Effortless Data Collection

- ✓ Cellular scale
- ✓ Food and activity tracking
- ✓ Livongo app



Personalized Health Signals

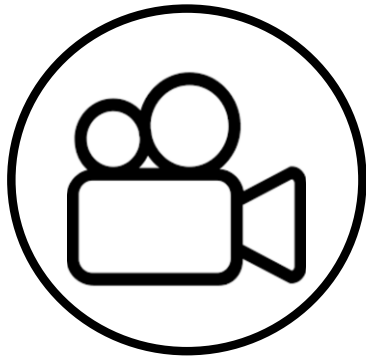
- ✓ Health challenges
- ✓ Evidence-based curriculum



Human-Centered Approach

- ✓ Highly experienced and credentialed coaches
- ✓ Community learning
- ✓ Unlimited messaging and 1-on-1 coaching

WA Wellness Resources for Diabetes Prevention



- ▶ <https://www.hca.wa.gov/about-hca/washington-wellness/diabetes-prevention-sebb>
- ▶ <https://www.hca.wa.gov/about-hca/washington-wellness/diabetes-prevention-pebb>

Tobacco Prevention and Cessation



- ▶ Partnerships in Prevention
- ▶ Vapor Products
- ▶ Policy
- ▶ Laws and Regulations
- ▶ Health Equity
- ▶ Tobacco Cessation Benefits
- ▶ Promotional Resources

Tobacco Resources

Living tobacco free (PEBB)



There are many reasons to quit tobacco.
What's yours?

Don't give up. It can take several attempts to quit. Every try counts.

Quitting is easier when you have support you can count on every step of the way. Learn about the programs that support you living tobacco free at hca.wa.gov/tobacco-free.

HCA 66-0018 (12/19)

Washington State Health Care Authority
PUBLIC EMPLOYEES BENEFITS BOARD

If you need an accommodation, or require documents in another format, please contact your personnel, payroll, or benefits office.

Living tobacco free (SEBB)



There are many reasons to quit tobacco.
What's yours?

Don't give up.

It can take several attempts to quit. Every try counts. Quitting is easier when you have support you can count on every step of the way.

Learn about the programs that support you living tobacco free at hca.wa.gov/tobacco-free-sebb.

Washington State Health Care Authority
SCHOOL EMPLOYEES BENEFITS BOARD

HCA is committed to providing equal access to our services. If you need an accommodation, or require documents in another format, please contact your payroll or benefits office.

HCA 66-0021 (11/19)

Training Development Process



DATA



KNOWLEDGE



ACTION

Training Plan

Quarterly Webinars

- ▶ Workplace Well-being Topics
- ▶ Guest Speaker
- ▶ Guest Wellness Coordinator/s
- ▶ Toolkits and Resources



WA Wellness Basic Training

- ▶ WA Wellness Program Overview
- ▶ Roadmap
- ▶ SmartHealth
- ▶ Diabetes Prevention
- ▶ Tobacco Prevention
- ▶ Resources

SmartHealth 2021 Preview

And the science behind it

limeade®



Science of Care

The why...

limeade



“

With Limeade, every
employee knows their
company cares.

LIMEADE BRAND PROMISE

**When employees
feel their
organization
cares about them
as individuals,
they are:**

10x

more likely to
recommend their
company as a great
place to work

9x

more likely to stay
at their company
for three or more
years

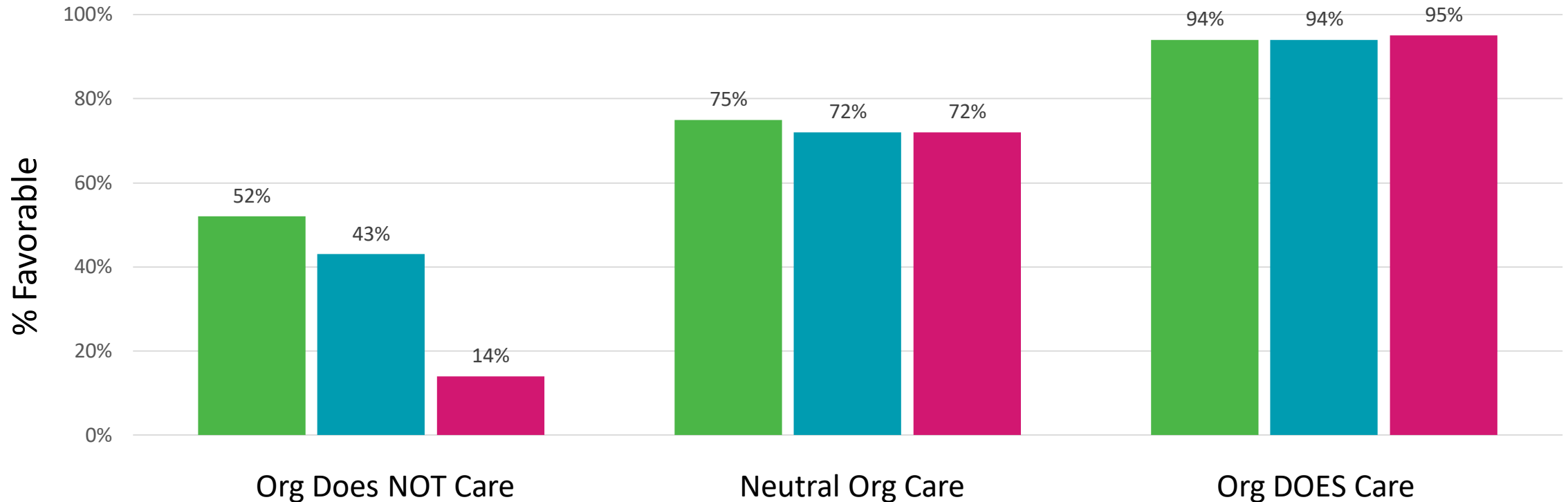
7x

more likely to feel
included at work

4x

less likely to suffer
from stress and
burnout

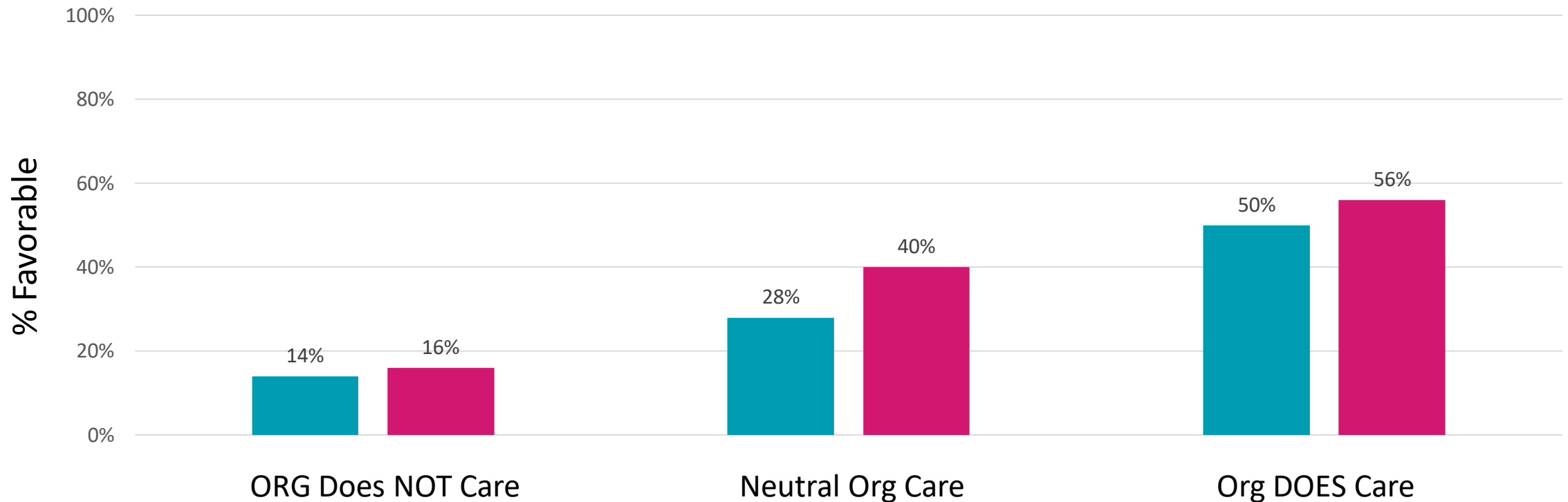
Care is related to well-being, engagement and inclusion.



Limeade Institute, 2019, n=354

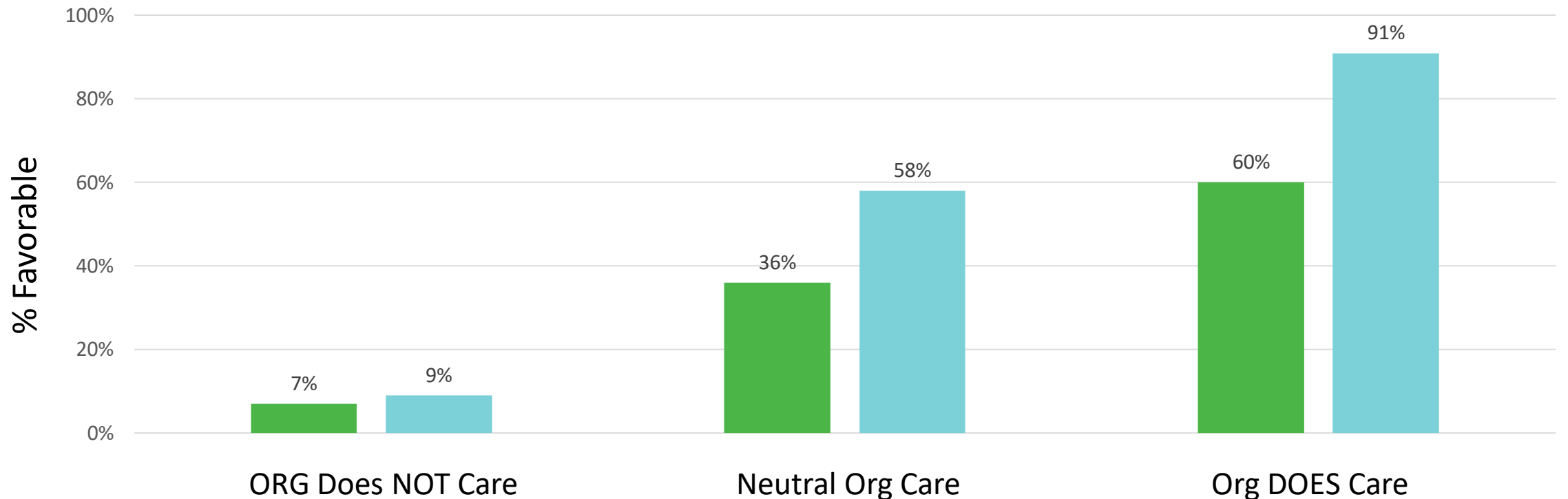
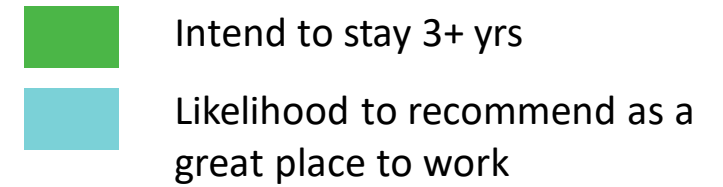
Care is related to lower stress and burnout.

- % stress is manageable
- % disagree or strongly disagree to “I feel burned out”



Limeade Institute, 2019, n=354

Care is related to intent to stay and likelihood to recommend.



Whole-Person Well-Being

Why it matters



What happens in one part of your life impacts all other parts

47%

of employees say problems in their personal lives affect their performance
(Bensinger et al., 2013)

37%

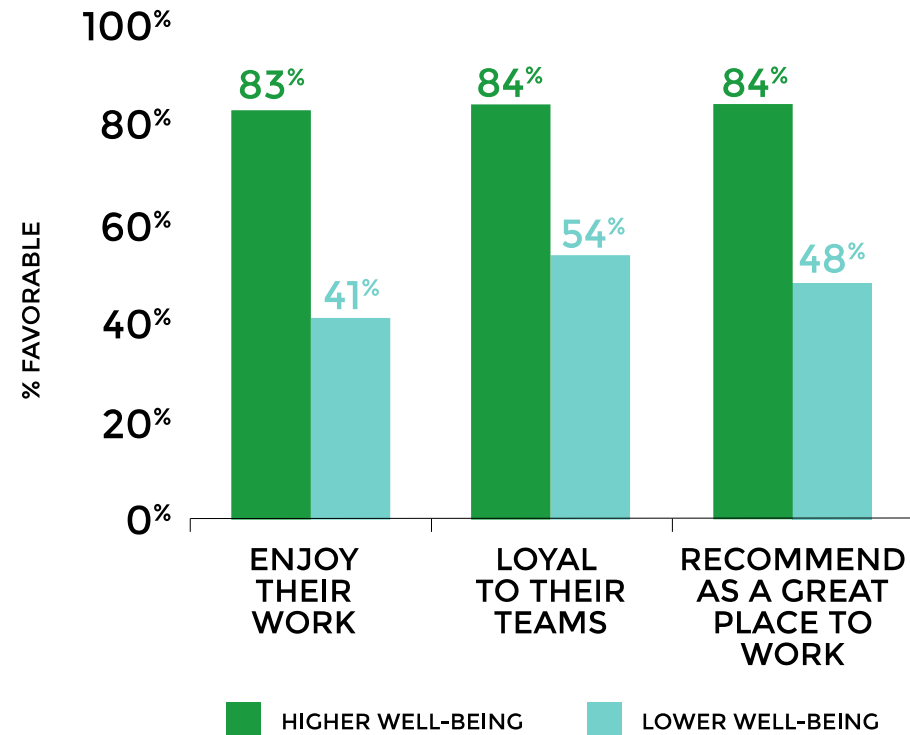
of HR professionals agree employees miss work due to financial emergencies
(SHRM, 2014)

50%

of all illness in the US has stress as a contributor
(U.S. Department of Health and Human Services, 2000)

Employee well-being and engagement are related

Employees with higher well-being enjoy their work more, are more loyal to their teams, and are more likely to recommend their company as a great place to work



Emotional Well-Being Support Campaign

Data & tactics



Stress & Anxiety, Depression

Managing Stress & Anxiety

Managing Depression

Positive Relationships	4.39	I have been feeling very hopeless or discouraged in the last month.	3.97
Self-Leadership	4.28	I regularly feel panicky.	3.91
Self-Acceptance	4.19	I am usually pretty calm.	3.86
Managing Depression	3.90	In the last month, I have felt very down.	3.73
Managing Stress & Anxiety	3.58	I'm always thinking the worst is going to happen.	3.73
		I am very affected by my negative thoughts.	3.72
		Most days, I am energetic.	3.69
		I get upset easily.	3.65
		I tend to think constantly about all of my troubles.	3.65
		I have trouble concentrating.	3.58
		I sometimes feel depressed.	3.34
		In the last month, I have had a lot of energy.	3.25
		In the last month, I have felt really anxious and worried.	3.18
		I have been under a lot of stress in the last month.	2.90

Sleep, Energy Level

Sleep

Energy Level

Self-Care 4.25

Nutrition 3.85

Positive Living 3.68

Exercise & Fitness 3.45

Sleep 3.29

Energy Level 3.04

I am satisfied with how I treat myself.	3.70
I spend time outdoors on a regular basis.	3.68
I take time most days to relax and take it easy.	3.68
My internal dialogue (i.e., how I talk to myself) is usually pretty positive.	3.66
I don't laugh enough.	3.61
I always break a sweat when I exercise.	3.60
I usually exercise for more than 20 minutes at a time.	3.59
You could say I just "go through the motions" when I exercise.	3.59
I often experience a bit of a "high" after I exercise.	3.49
I usually wake up feeling rested.	3.39
I usually get enough sleep.	3.38
I am physically fit.	3.28
I eat at least 5 servings of fruits and vegetables a day.	3.21
I actively look for ways to increase my energy (e.g., buying caffeinated drinks).	3.14
I wake up frequently when I'm trying to sleep.	3.10
My body is flexible.	3.09
My energy level varies greatly over the course of the day.	2.92

Resilience

Resilience

Belief in Your Abilities 4.14

Openness & Optimism 4.09

Making & Keeping Commitments 3.99

Resilience 3.72

When I get disappointed, I am able to get back up and try again. 3.98

Others consider me to be "upbeat." 3.98

I tend to expect good things to happen. 3.95

When things change around me, it can take a long time for me to react to the change. 3.74

I tend to dwell on the negative of an idea or issue. 3.69

When something bad happens to me, I usually get over it pretty quickly. 3.47

When I am trying to accomplish a goal, I usually document or keep track of my progr.. 3.38

When I get negative feedback, it affects me for days. 3.31

Quarterly Focus Areas

Managing Stress & Anxiety
Managing Depression

Sleep & Energy Level

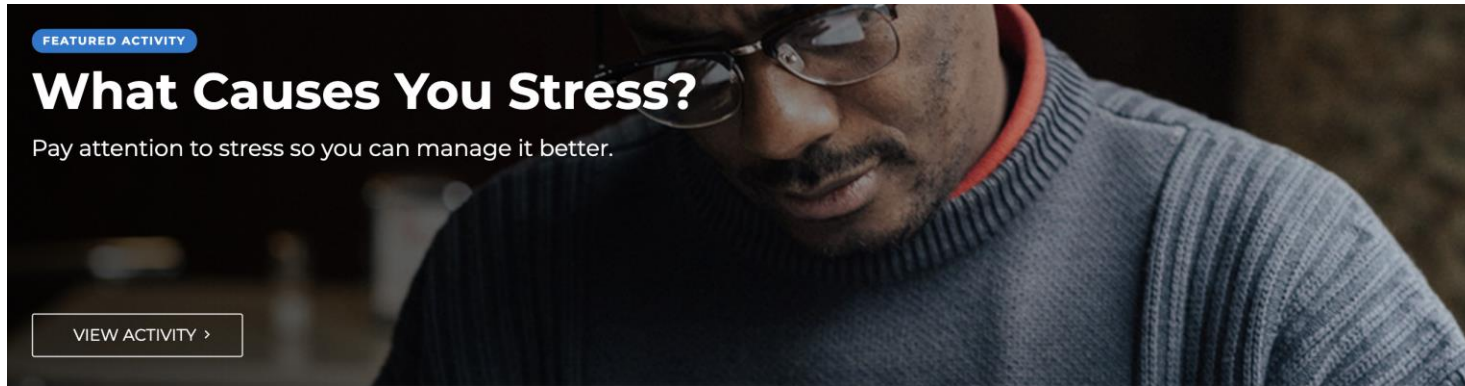
Resilience

FEATURED ACTIVITY

What Causes You Stress?

Pay attention to stress so you can manage it better.

[VIEW ACTIVITY >](#)



JAN 4, 2021 - APR 2, 2021

0 0 25 pts/wk

Campaign includes:

- Library tracking activities
- Videos
- E-Learning Lessons
- Pulse Surveys
- Custom emails
- Wellness Coordinator & Champion materials and/or talking points
- Opportunities for leadership and manager involvement



Do One Thing That Makes You Happy

0 0

15 pts/wk



How to Live a Life With Meaning

0 0

100 pts



Share Your Happy Place

0 0

25 pts/wk

Q1 Focus: Managing Stress, Anxiety, Depression

Tracking Activities

Limeade Interactive

Lesson Style Activities

Social Connection

Team Activities

WA State Resources

Listening

Comms

- What Causes You Stress
- Do One Thing that Makes you Happy
- Perform Random Acts of Kindness
- Managing Stress in Difficult Times.
- Importance of Goal Setting
- How to Live a Life with Meaning
- The Benefits of Gratitude
- #Goals
- Share Your Happy Place
- #Gratitude
- Learn Something New with Your Team
- Calm App (KP only), EAP services, other resources?
- Pulse Surveys
- Custom emails
- WC, manager, leader talking points
- Other communication materials?

Q2 Focus: Sleep & Energy Level

Tracking Activities

Limeade Interactive

Lesson Style Activities

Social Connection

Team Activities

WA State Resources

Listening

Comms

- Maintain a Bedtime Routine
- Want to Live Longer? Get Enough Sleep
- Getting More and Better Sleep
- Practice Mindful Eating
- Share Ways to Improve Sleep
- [#Mindfuleating](#)
- Working Remotely? Keep Stepping It Up Together
- TBD
- Pulse Surveys
- Custom emails
- WC, manager, leader talking points?
- Other communication materials?


COVID-19, BRGs, Vendors, & More

FEATURED ACTIVITY

BUILD Spotlight: Celebrate African American History

African American history has shaped our country in countless ways.

[VIEW ACTIVITY >](#)



FEB 1, 2021 - FEB 28, 2021

0 0 50 pts/wk

FEATURED ACTIVITY

RAIN Spotlight: Celebrate Pride Month

There are many ways to celebrate and support the LGBTQ community.

[VIEW ACTIVITY >](#)



JUN 1, 2021 - JUN 30, 2021

0 0 100 pts/wk



Managing Stress in Difficult Times

0 0

25 pts



Learn Something New With Your Team

0 0

100 pts



Video: The Importance of Goal Setting

0 0

125 pts

Calm

Calm - Digital Tools for Emotional Health

0 0

100 pts

State Initiatives



Governor's Virtual
SmartHealth Walk

0 0

200 pts



Join the Washington Mask
Challenge!

0 0

200 pts



Learn About the Livongo
Diabetes Program

0 0

100 pts



Explore Statewide Business
Resource Groups (BRGs)

0 0

100 pts



The Silent Epidemic,
Hepatitis C

0 0

50 pts



National Colorectal Cancer
Awareness Month

0 0

50 pts

Supporting you
on your journey
toward living well



SIGN IN TO YOUR ACCOUNT

KurtSOWProgramAdmin

Remember me for 2 weeks

SIGN IN

[Trouble signing in?](#)

New to SmartHealth?

If you have not signed in before,
click below to activate your account.

GET STARTED

Thank You!

January 14, 2021

limeade



Successes 2020

- ▶ SmartHealth 5 Year Anniversary
 - ▶ 71,000+ PEBB Program members
 - ▶ SEBB Program joined during open-enrollment 2019
2020 Year end = 25,283 members
- ▶ SEBB Well-Being Champion Network
- ▶ \$125 wellness incentive qualification



SmartHealth Activities & Participation

▶ Priority activities added

- ▶ WA Notify
- ▶ WA Listens
- ▶ Suicide Prevention

▶ Participation

- ▶ Give It Your Best Shot: 11,000+
- ▶ Give A Little, Help A Lot: 7,800+
- ▶ SmartHealth Virtual Walk with the Governor: 2,500+
- ▶ Generation Wellness monthly videos: 5,200+
- ▶ Generation Wellness trainings (SEBB Program only): 1,000+
- ▶ Kaiser Permanente Workshop Webinars

Smart[]Health

Washington State
Health Care Authority



Resources

- ▶ <https://www.hca.wa.gov/about-hca/washington-wellness/resources>



Question and Answer



More Questions?

Washington Wellness

Employees and Retirees Benefits Division

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