



# Engagement & Well-being: A Critical Investment in Yourself & Others!

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# A Moment to Reflect

- I have a young family, but spending all of my energy at work
- First in, and last to leave...always connected!
- High blood pressure and 65 lbs overweight (Over the course of 4 years)
- Tried to run a mile and paced it out in 15 minutes
- Experienced an anxiety attack that sent me to Urgent Care
- Losing connection to my faith

We have all been here in one way or another

# Learning Targets for this Session

- Disclaimer
- Define Wellness & Engagement
- Self Reflection (Start with you, expand to employees)
- Work Life Balance
- Home & Work Relationships
- Mental Health
- Physical Health
- Promoting strategies at work (one of the most popular topics among employees)

# What is Wellness? What is Engagement?

**Employee wellness** program includes any activity designed to support better health at work and/or to improve health outcomes. These programs often include medical screenings, incentives, behavior change interventions, fitness programs, social support or competitions.

**Results:** Lower health care costs, increase productivity, decrease absenteeism and raise employee morale

**Employee engagement** is a workplace approach resulting in the right conditions for all members of an organization to give of their best each day, committed to their organization's goals and values, motivated to contribute to organizational success, with an enhanced sense of their own well-being.

**Results:** Lower absenteeism and up to 65% lower turnover. Engagement also improves quality of work and health. For example, higher scoring business units report 48% fewer safety incidents; 41% fewer defects

# Take inventory...It starts with me

- How is my work-life **Harmony**
- **Am I fully present for myself & my job?**
- How are my relationships at work & home?
- How is my mental health & stress levels?
- How is my physical health?
- Am I where I want to be?
- Am I setting an example for others?



# I'm Always at Work...So what!

- As a leader, you set the tone for expectations - What you permit you promote
- Your supervisor may not notice or appreciate the hours you are putting in
- Time spend at work does not equal impact
- People who stayed inactive for over 13 hours a day were twice as likely to die prematurely as those who were not active for 11 1/2 hours daily
- You may give others the impression that you can not manage your time effectively
- Long hours equal a mental decline and increase in errors





# Gratitude & Purpose

- Are you investing in yourself/family with the time you have?
  - Abandon the Auto-pilot
  - Prioritize life events
  - Call or text someone that you haven't connected with in a while
  - Surprise someone with a coffee
- Are you investing in your co-workers?
  - Walk and talk with co-workers
  - Send “Thank you” emails or cards
  - Mentor with someone
  - Send an unsolicited compliment to a colleague's supervisor

It was great getting a message like this the other day.

STAY POSITIVE. STAY MOTIVATED  
- Dovontay Friga



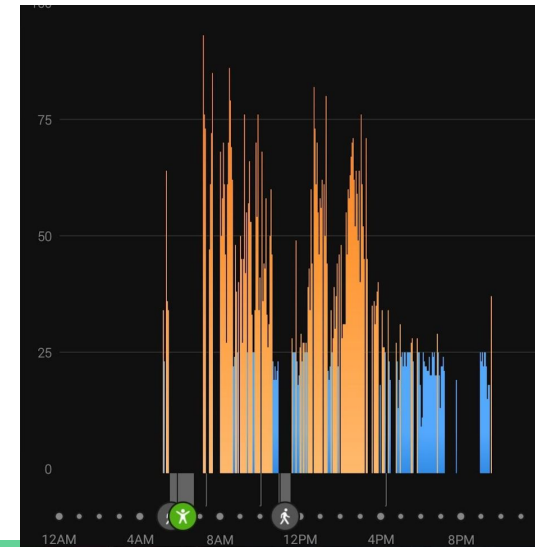
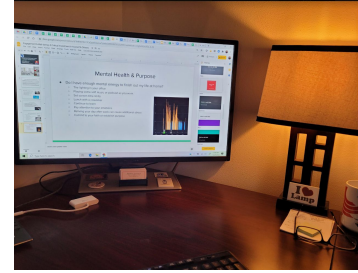
SUN AT 9:20 AM

With a little extra time on my hands, I just want to take a second and say it's been great getting to know you while balling! You are always such a positive guy! Hopefully this crazy time hasn't hit you too hard as far as work goes...I know your jump shot probably had gone south lol. Looking forward to getting back to normal! Have a great Easter week my friend!



# Mental Health

- Do I have enough mental energy to finish out my life at home?
  - The lighting in your office
  - 6 seconds of deep breathing
  - Playing some soft music as you work
  - Standing desk
  - Lunch with a coworker
  - Continue to learn or contribute (Conferences)
  - Pay attention to your emotions (Are you aware?)
  - Reliving your day after work can cause additional stress
  - Commit to your faith or establish purpose
  - Learn about your personality (Meyers-Briggs)



- **Overly Idealistic** – People with the Protagonist personality type can be caught off guard as they find that, through circumstance or nature, or simple misunderstanding, people fight against them and defy the principles they've adopted, however well-intentioned they may be.
- **Too Selfless** – Protagonists can bury themselves in their hopeful promises, feeling others' problems as their own and striving hard to meet their word. ***If they aren't careful, they can spread themselves too thin,*** and be left unable to help anyone.
- **Too Sensitive** – ***Their sensitivity to others means that Protagonists sometimes feel problems that aren't their own and try to fix things they can't fix, worrying if they are doing enough.***

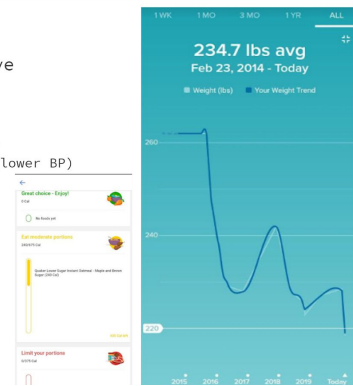
# How is my physical health?

Studies have shown that workplace stress is a strong risk factor for prelude to cardiovascular disease (obesity, high blood cholesterol, high blood pressure) and of adverse cardiovascular events, such as heart attack and stroke.

- Can you do a standing meeting or walk and talk?
- Do you have access to your school's weight room?
- 20 minutes, twice a week can change your life
- Can you find a co-worker(s) to engage in challenges?
- Get some sun!
- Try a healthy eating habit...they **ALL** work
- Share your fitness goals with others (Professional Practice Goal?)

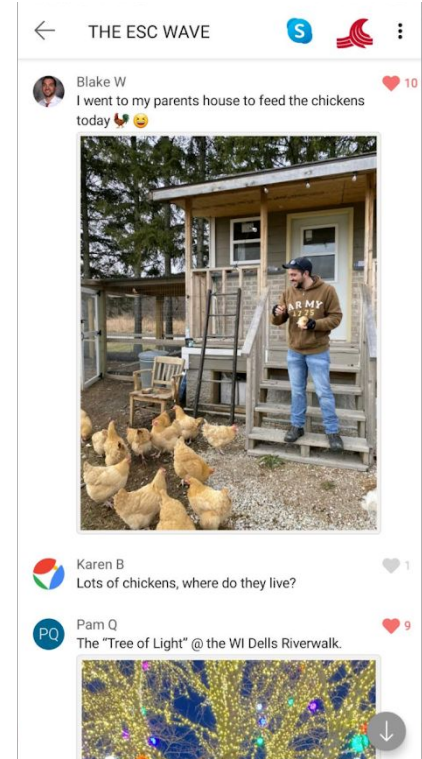
## Personal Wellness

- Joined Noon on New Years Eve
  - Groups foods
  - Weekly goal setting
  - Assigned a group and a coach
  - 238 on Christmas and **218 today**
  - Hoping for a good HRA in Feb (Lower BP)
  - Resting Heart rate down 10bpm
  - Short term goal - 218 in Feb
  - Next Goal- 210 - March 15



# How to grow these Concepts at Work

- Being vulnerable during an evaluation with your supervisor
- Encourage others to comp time when appropriate
- Relieve others to leave
- Start a chat group
- Set an example
- Establish norms (messages for leaving early)
- Meals from food service?



# Work Relationships

- Encourage and promote gratitude
  - “Who would you like to recognize”
- Celebrate others
- Encourage luncheons and games
- Get a grill or Keurig to bring people together
- Put out a puzzle
- Gift exchange
- Play small games
- Stay connected with past employees
- “Wonderful Wed/Thankful Friday”...



- Express gratitude and offer support
- Encourage wellbeing
  - Call out what you are sensing
- Consider book clubs or groups
- Yoga
- Fantasy Football League
- Golf Simulator/Outing
- Embrace conference attendance and networking



# Inbox Zero





# Physical Health

- Can your district open an on-site clinic?
  - Wellness Incentives?
- Can you open your weight room to staff?
  - Promote through newsletters?
- Can schools host work-out groups led by staff or pro's?
- Open your track
- Consider group fitness tracker competitions
- District led Run/Walk
- Ensure you get up every hour
- Stand & Stretch Time



Muskego-Norway Weight Room Commercial

# Employee Experience

- Saturday, October 14 - Beer Garden Event @ Whitnall Park Beer Garden - 8831 North Root River parkway, Greendale from 12-7pm. No need to RSVP - This event is simply open to the public
- Sunday, Oct 29 - Bucks vs Hawks - Family Welcome! [Please order tickets](#) by Oct 9, 2023
- Morning Warriors Workout Group - Every M/T/Tr/F. Meet at MHS by Door 16 or the weight room at 5:30a.m.
- Peloton group is currently forming for weekly rides and competitions

# My Journey

- Began working out at school 4 mornings a week and lost a total of 50 lbs
- Ran a 5k with my daughter and a 10k(6.7 miles) in 52 min
- Lowered BP, Glucose and Cholesterol
- More energized when working and home



- Committed to be home by 4pm
- Joined a men's group meeting once a week

## Results

- Won three large awards
- Took on an expanded role in HR
- Improved my engagement scores
- Involved on two state level boards
- Managed \$100M in Construction



# Create the Ripple!

If you can have a minor impact on 10 people a day that can impact hundreds of others. Over the years your positive impact may reach Millions!



So what is it going to take for you?



Do what you Love...