

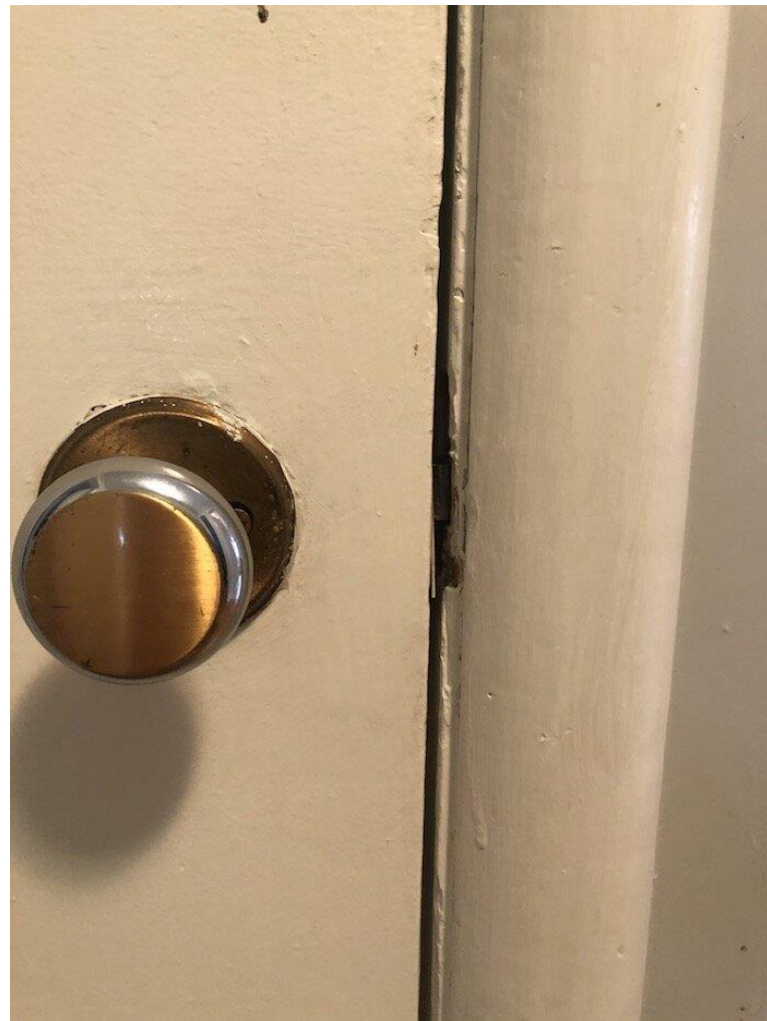


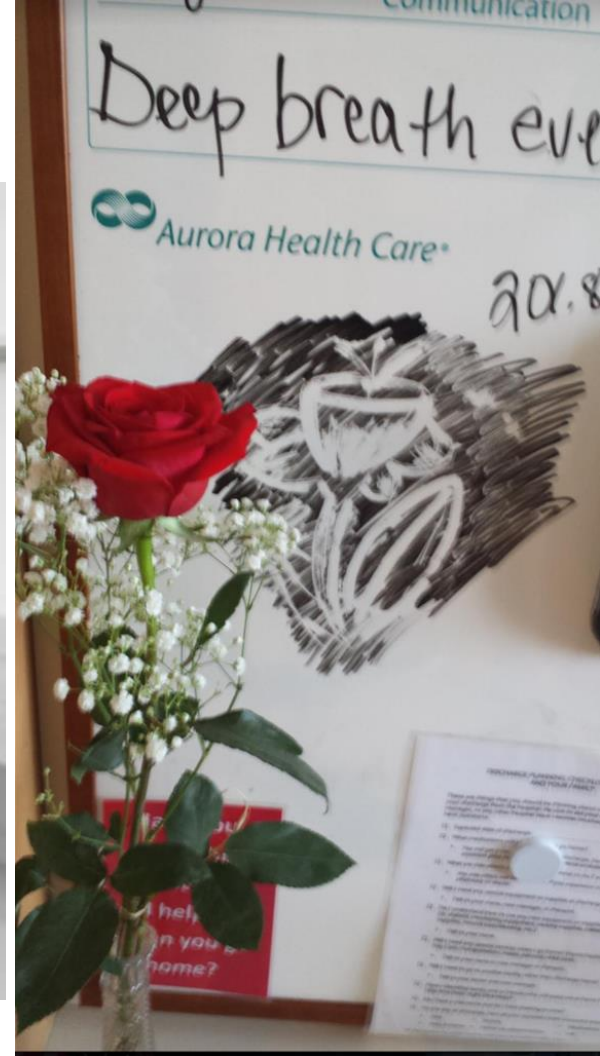
# Engagement & Well-being: A Critical Investment in Yourself & Others!

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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

***If you don't CHANGE, things will CHANGE for you!***

# 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

## My theory...

Employees that are taking care of themselves are able to be more engaged

Employees that are most engaged are often not taking care of themselves

# 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 are my 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!

- Stop wearing your busyness as a badge of honor
- 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
- “Seat time” does not equal impact - You may give others the impression that you can not manage your time effectively
- 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

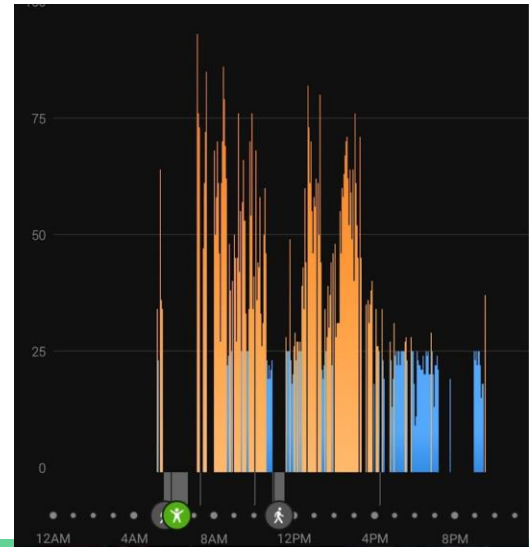
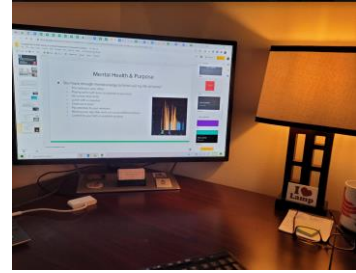
# Gratitude & Purpose

- Are you investing in yourself/family with the time you have?
  - Be present
  - 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
  - Calling out what you are sensing “You seem stressed”



# 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)
  - Reliving your day after work can cause additional stress
  - Commit to your faith or establish purpose
  - Learn about your personality (Meyers-Briggs)



- **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?

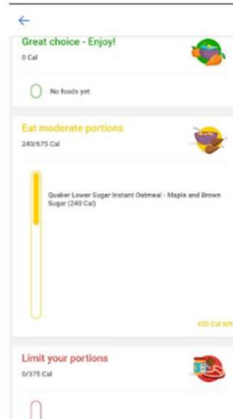
Studies have shown that workplace stress is a strong risk factor for precludes to cardiovascular disease (obesity, high blood cholesterol, high blood pressure) and of adverse cardiovascular events, such as heart attack and stroke.

- 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

# Make it part of your evaluation!

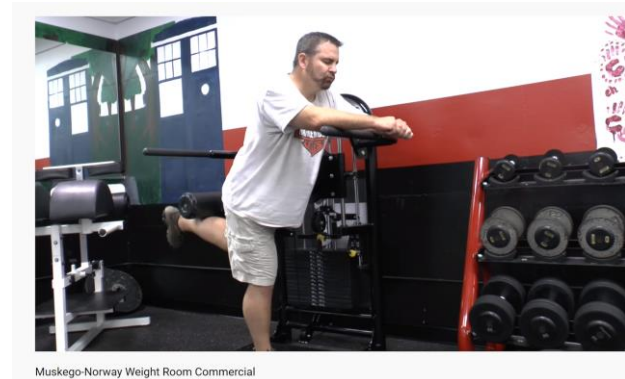
## Personal Wellness

- Joined Noom 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



# Physical Health Practices

- 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
- Stand & Stretch Time
- Yoga
- Volleyball League



Muskego-Norway Weight Room Commercial

# 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





# Engagement Practices

- 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”...



## Continued -

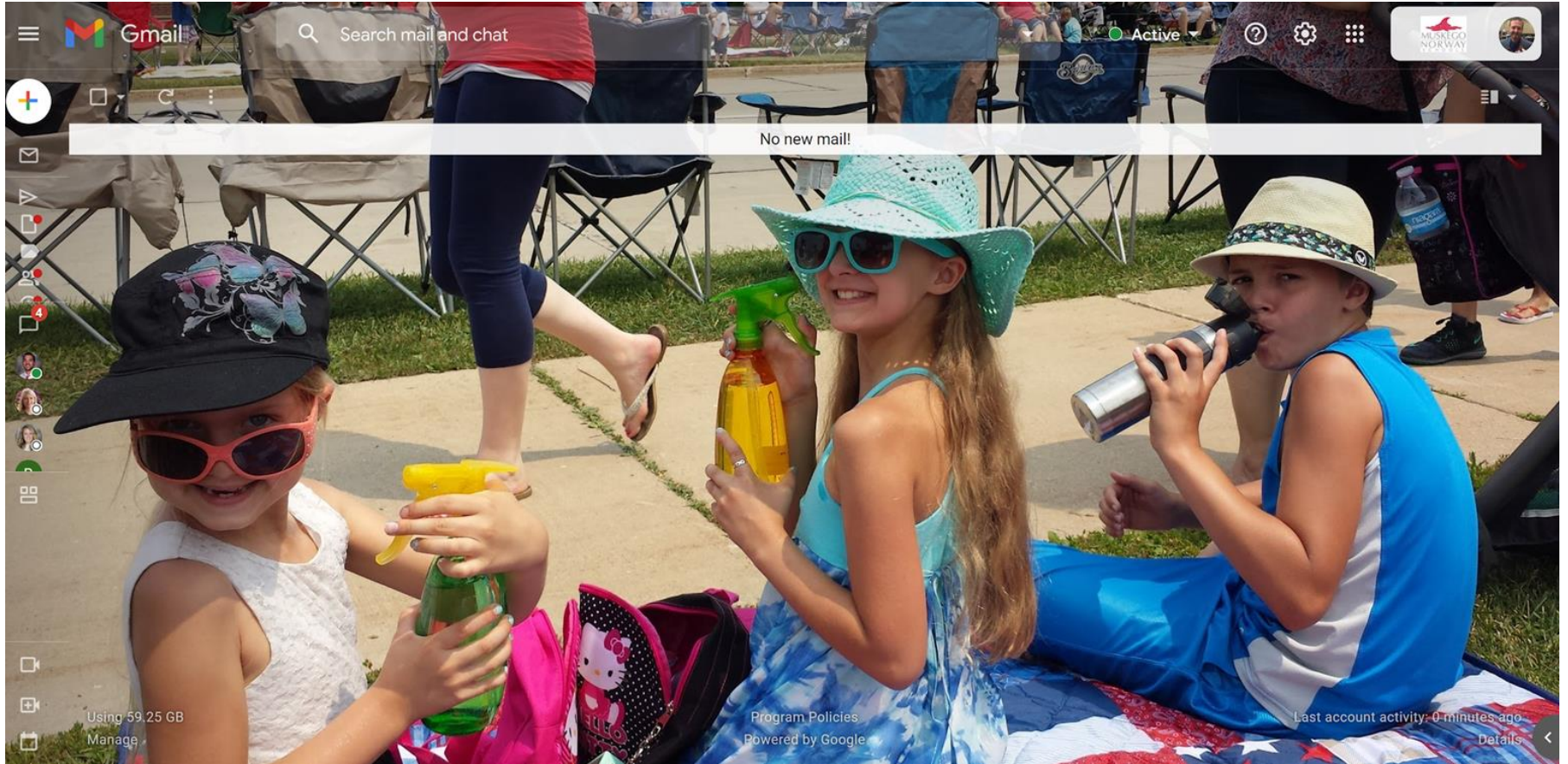
- Book Clubs
- Fantasy Football League
- NCAA Brackets
- Golf Simulator/Outing
- Embrace conference attendance and networking
- Opening Day BBQ
- Swag/Recognition



# 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

# Inbox Zero & Clean Desk





- 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! (Text Challenge)



So what is it going to take for you?



Do what you Love...