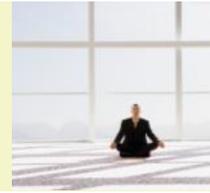




**6 Tips For
Beating Big
Bad Stress in
the Workplace**



**Taking Care of
Business &
Mental Health**



**Spring Mental
Health Services**

THE WELL STREET JOURNAL

May 2013

A QUARTERLY NEWSLETTER FOR WORKPLACE WELLNESS BROUGHT TO YOU BY WELL STREET www.wellstr.com

5 Tips for Beating Big Bad Stress in the Workplace

According to Statistics Canada, mental health problems alone are estimated to cost employers about \$20 billion annually and account for over 75% of short term disability claims in Canada. One in four Canadian workers describe their day-to-day lives as highly stressful – and it’s no doubt employees are feeling even more stressed out these days given the troubled economy, job security, layoffs and family worries. For many employers, it has never been more important to make reducing stress at the office a top priority and to help employees stay healthy.



Stress on the job is not always a bad thing. Employers know that stress is what drives us to be productive and efficient. But chronic stress can push an employee from the productive zone to the danger zone - where the negative side effects of stress can start to appear. Stress activates a cascade of hormones: epinephrine (adrenaline) and cortisol. An over abundance of these stress hormones can create a host of physical and mental changes that can impact the digestive and immune systems and are linked to mental disorders such as anxiety, depression, insomnia, fatigue and substance abuse. These physical and mental changes can wither motivation, efficiency and overall performance, and can eventually lead to absences and possibly even long-term disability.

The good news is there are many things businesses can do to help employees manage stress at work. Here are five simple things employers can do to help keep stress levels down work:

#1. Lead by example. Managers should encourage and lead employees in stress relieving activities, such as walking, healthy eating, laughing, and even meditating. “Something as simple as a brisk walk at lunchtime can boost your mood, decrease stress, and even boost immune system” says Dr. Jaty Tam.

#2. Schedule walking breaks throughout the day. A 15-minute break to walk around the office is beneficial and helps reduce any stress that may have built up at the desk or during a meeting.

#3. Create a space for quiet time or meditation. Creating a specific place or quiet time or meditation provides employees a refuge from technology. Many people find that they are refreshed and reenergized after taking a meditation break.

Continued on next page...

Taking Care of Business & Our Mental Health

May 6-12 is National Mental Health Week in Canada. As you know, mental health issues affect all Canadian workplaces, and the cost of doing nothing – both in personal and economic terms – is substantial.

⇒ 500,000 work absences each day are for mental health reasons

⇒ 1 in 3 workplace disability claims are related to mental illness

Well Street is pleased to be supporting *Partners for Mental Health*, a national charitable organization dedicated to transforming the way Canadians think about and support mental health.

On May 9, 2013, the charity will launch its *Not Myself Today* campaign to help support the creation of mentally healthy workplaces and will culminate in the *Not Myself Day @ Work* on June 6, when workplaces across Canada hold special events calling attention to mental health.

This is a great way for companies to get in front of the issues around mental health in the workplace and engage employees in meaningful ways.

Visit www.notmyselftodayatwork.ca today or contact Jeff Moat, President of *Partners for Mental Health*, at jmoat@partnersformh.ca.



Make your own mood badge online



Client's Corner

Clients who ran the Healthy Detox Program this season at their workplace, share how they saw incredible results for both the employer and the employee:

Samsung Canada offered employee's The 21 Day Healthy Detox Program with amazing results. Participants in the program said they felt better than ever, the program opened their eyes to food and lifestyle choices that made them more alert, healthier and more energetic. "Offering a program such as the Healthy Detox Program, is a great way to engage our employees and give them the knowledge and tools they need to attain optimized health and peak performance", says Karen Shiels HR Business Partner at Samsung Canada.



The National Ballet of Canada offered the Healthy Detox Program for 21 Day's to their employee's while they were preparing to perform abroad in London. Kathleen Matatya, Human Resources Officer for the National Ballet of Canada says, "I really enjoyed how the program brought the group together with shared discussions and interactions. Participants said they had amazing results from better energy, better rest and better performance".



Compass Group Canada Sandi Channing, Director of Total Rewards for Compass Canada says, "I can really see the ROI of bringing employee's together in group programs, where people are inspired by one another creating increased employee motivation, engagement and performance. With these visible outcomes, we plan to run a healthy group program every year". To learn more about Well Street Group Programs visit us at: www.wellstr.com



Like us on Facebook for wellness tips, industry news, and healthy recipes.
www.facebook.com/wellstreethealth

Health Tip: Stop Interruptions

Interruptions as small as 3 seconds can break concentration and affect productivity. Even the ping of an email, or a vibrate from a text message can set you off track. Turn off your phone and email for 15-30minute intervals while working on a task and you'll find you get it done faster, and will have more time afterwards to check email and phone messages or even go for a walk!

5 Tips For Beating Big Bad Stress at the Workplace continued...

#4. Promote healthy stress. Learning to cope with daily stressors and understanding healthy stress versus bad stress can make the difference in an employee's overall productivity and health. Building awareness with lunch & learns and healthy stress workshops builds awareness for healthy behavior changes.

#5. Encourage or create social activity/team building/laughter. Employees spend a lot of time with their co-workers. The more they enjoy it, the happier the work place will be. Setting aside a half hour or an hour a week for employees to come together in a common area and play a game is a great morale booster for the entire office.

What's Different About Well Street's Healthy Stress Program?

We called it "Healthy Stress" instead of "Stress Free" because we recognize that healthy, good stress is important. The Healthy Stress Program not only teaches ways to relax, but focuses on changing the way we think about stress. Through the 10-week sessions, employees explore their motivations and from these develop their coping skills which will lead to a greater sense of satisfaction in every aspect of their lives, but also increase their productivity at work. Program Topics include:



How Stress Effects The Body * Job Stressors & Being More Productive * Individual Stress Assessment * Time Management * Muscle Relaxation * Self-Awareness * Guided Visualization * Better Sleep Tactics * Cognitive Restructuring * Meditation Techniques.

NEW!! SPRING SEMINARS & PROGRAMS

The Work-Life Balance: Lunch & Learn Seminar. This motivational seminar will show your employees how to find fulfillment in all spheres of their lives. We dispel the myth of work and home life "equality" and discuss the importance of finding achievements and satisfaction in all areas.

Healthy Nutrition: 3 Week Group Program. Good nutrition will not only help your employees maintain a healthy body weight, but will impact energy levels, concentration and focus, mood, body aches and pains, and much more. In this program, employee's learn how certain foods impact the body and how to eat in a way that will optimize their health. This program isn't just about counting calories, low-fat, or textbook nutrition science. Employees will learn practical information that will transform their overall health & vitality.

Healthy Programs may be covered under extended health care benefits under services for Naturopathic Doctors and certified counselors.

For further information on our Spring Programs and Specials, contact Karen at info@wellstr.com or 416-646-0707.

