



October 2016

October Health Observances

[National Bullying Prevention Month](#)

[Children's Health Month](#)

[Domestic Violence Awareness Month](#)

[National Breast Cancer Awareness Month](#)

[National Depression & Mental Health Screening Month](#)

[National Work and Family Month](#)

Helping Employees Shine

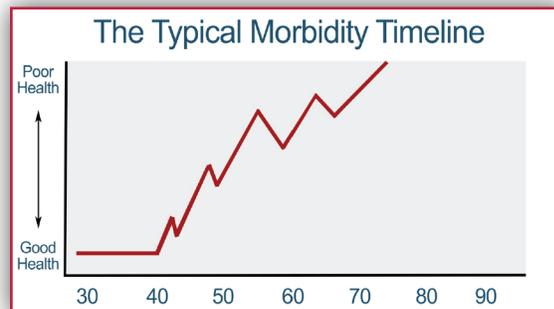


Last month, The Solutions Group hosted its second annual Wellness Event featuring workplace wellness expert David Hunnicutt, Ph.D., as the keynote speaker. The following are excerpts from his presentation.

When it comes to enhancing business performance, one single factor matters most: organizational culture. Dr. Hunnicutt addressed ways of creating healthier, higher performing organizations to improve workplace culture. In today's fast-paced world of work, employers must encourage and support healthy lifestyle habits in order to ignite organizational performance and fuel individual wellbeing, he said. It's up to leaders to look for ways to bring out the very best in themselves, as well as the best in their people. Dr. Hunnicutt recommended focusing on the following lifestyle habits to achieve this:

- Eating Whole Foods
- Getting Enough Rest
- Increasing Physical Activity

Dr. Hunnicutt also addressed the “[Theory of the Compression of Morbidity](#),” the concept of squeezing or compressing the time horizon between the onset of chronic illness or disability and the time in which a person dies. In addition to the priorities listed above, corporate wellness program tools like Health Risk Assessments can help employees understand where they are on the healthy aging spectrum.



Left to their own devices, employees simply can't shine if their workplace does not support healthy habits. The importance of creating healthier workplace cultures will only intensify in years to come, Dr. Hunnicutt added, emphasizing that “Sick people can't focus on the task at hand.”

Work & Wellbeing
is a monthly publication for clients of The Solutions Group

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The Power of Mindfulness Meditation



You've probably heard the buzz about meditation and mindfulness these days. There's good reason for the excitement; studies show that mindfulness meditation can help keep work teams focused, creative, and effectively reduce their stress. Michelle DuVal, MA, director of [The Mindful Center](#), shared her expertise with attendees at last month's Wellness Event, hosted by The Solutions Group.



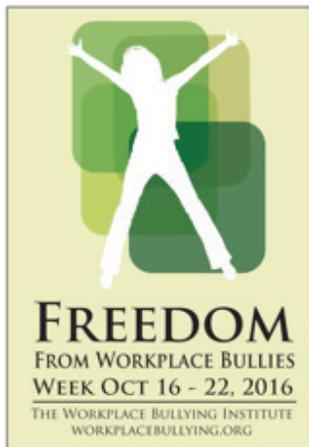
Research shows that:

- Employees who were taught mindfulness in the workplace reported a 36% drop in stress levels, a 29% drop in sleep difficulties, and a 34% drop in current pain levels.
- Companies that integrate mindfulness training into their workplace see a one-hour per week improvement in productivity, which equates to approximately six additional workdays per year per employee.

- 65-95% of all reasons people visit the doctor are stress-related. The most highly stressed employees incur nearly \$2,000 more per year in medical claims than those experiencing less stress.
- Professionals who practiced mindfulness reported less emotional exhaustion and greater job satisfaction compared to those who don't.

For more information about mindfulness meditation programs, please contact The Solutions Group at 505-254-3555 or thesolutionsgroup@phs.org.

October: Bullying in the Workplace



While bullying may start on the school playground, it carries into the workplace at an alarming rate. The [Workplace Bullying Institute \(WBI\)](#) defines bullying as "repeated health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. Abusive conduct that is threatening, humiliating or intimidating, interferes with work and may involve verbal abuse." In a recent poll by WBI, 27% of people reported having experience with workplace bullying and 72% reported having knowledge that it exists.

What does workplace bullying look like? taking credit for another's work, belittling co-workers, acting hostile and being

abusive. It can harm people in a variety of ways, including physically, mentally, socially and economically. Bullying can also have a residual effect on the employee's family and coworkers.

If you're facing a bully, here are a few recommendations:

- Try to remain polite and professional – do not stoop to the bully's level.
- Document your interactions with dates, times and a description of what happened.
- Talk to your manager or the Human Resources Department if you need extra support.



"Alone we can do so little; together we can do so much."

~ Helen Keller