Employee Wellness Is More Important Than Ever

With COVID-19 and the changes in work and home environments, your employees need your support to feel connected and engaged. Now more than ever it is important to show your employees you care about their well-being—we are here to help you. By simply providing gentle nudges to remind people to do what they already want to do, you can greatly enhance their well-being—making them more productive at home and work, and generally happier with life.

This 90-day COVID-19 wellness program focuses on four dimensions of well-being that can help the most in these stressful times—emotional, social, physical, and occupational. Each month the program gives employees specially selected new habits to practice. To further support employees, unlimited live coaching is available to help them focus their energy and provide guidance to make it happen.

<table>
<thead>
<tr>
<th>MONTH 1</th>
<th>MONTH 2</th>
<th>MONTH 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Emotional</strong></td>
<td><strong>Social</strong></td>
<td><strong>Physical</strong></td>
</tr>
<tr>
<td>Healthy Dose</td>
<td>Coffee Break</td>
<td>Get Out</td>
</tr>
<tr>
<td>Limit your news intake</td>
<td>Take a break with a coworker</td>
<td>Take a 20-minute walk</td>
</tr>
<tr>
<td><strong>Occupational</strong></td>
<td><strong>Live Coaching</strong></td>
<td><strong>Pod Cast</strong></td>
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<tr>
<td>Daily Plan</td>
<td>Pod Cast</td>
<td>Mail Hold</td>
</tr>
<tr>
<td>Create a to do list</td>
<td>Listen to 10 podcasts</td>
<td>No work emails at night</td>
</tr>
</tbody>
</table>

**Clear Mind**
Meditate daily

**Ripple Effect**
Send a positive text message

**Family Tree**
Talk with 7 family members

**Be Grateful**
Keep a gratitude journal

**Snack Attack**
Don’t eat between meals

**1000 Strong**
1,000 reps
Coronavirus Care Package Outline

Coronavirus – Protecting Yourself
Self-Care in Trying Times
Mental Health
Eat Well, Stay Active at Home
Remote Working
Community Outreach
Financial Well-Being in the Here & Now

PEHP Wellness provides resources for PEHP employer groups, their wellness councils and employees to work and live their best.
CORONAVIRUS – PROTECTING YOURSELF

Find educational materials from Utah’s Public Health Departments and Centers for Disease Control and Prevention about social distancing, slowing the spread and other useful tips and updates. Make this information available via intranet or email messages from your Wellness Council.

• How to Protect Yourself and Others
• Know the Signs - Fever, cough, shortness of breath, body aches are current primary symptoms
• Who are the High Risk Groups?
• Coronavirus.utah.gov - Utah-specific information and resources

SELF-CARE IN TRYING TIMES

Emotional Self-Care and Self-Compassion: Emotional self-care is showing love and kindness towards yourself. Self-compassion is extending to yourself the same understanding and loving kindness you would to a hurting friend or family member.

• Self-Compassion - Guided Meditations

Physical Self-Care: Staying active, eating nutritious food and getting adequate sleep is all part of physical self-care.

• Relaxing Stretching Workout
• Snack Smarter and More Mindfully
• How much sleep do I need?

Spiritual Self-Care: Spiritual self-care encourages introspection and offers clarity and comfort. It’s finding meaning, purpose and connection in your life. Take time each day to do things that make you happy, calm and peaceful.

Handouts
Self-Care Mind Body Spirit - Ideas for giving self-care
Self-Care Checklist - Track your self-care
Apps for Self-Care
MENTAL HEALTH

Resilience

The ability we each have to recover from setbacks, challenging experiences, and to keep going amidst adversity is our resilience.

We are facing the uncertainty of indefinite isolation, financial distress, and threats on the health of ourselves and loved ones. The way in which we deal with stress and the anxiety can vary – from binge watching TV, to comfort eating, or alcohol use; these are all ways to avoid dealing with the feelings associated with anxiety.

We can begin dealing with these uncomfortable feelings by practicing resilience.

Research has shown there are four qualities consistent with resilient people.

1. Sense of Personal Control
   - Having control over their responses, but not necessarily over the environment.
   - Live in accord with their deepest values, regardless of what others around them are doing.
   - Have a sense of being valued and heard.
   - Having the ability to say to themselves “I can be the way I want to be regardless of the situation.”

2. Sense of Connectedness

Very few highly resilient people go about life on their own, they ask for support and gather strength from:

   - Their deepest self
   - Friends, families, and co-workers
   - Nature
   - An attitude of kindness, forgiveness and humor

If you find yourself constantly worrying, reach out to others: call a good friend, get out in nature, meditate, or donate to a local charity. Making small positive connections with yourself and the world around you every day is a good reminder that you aren’t in this alone.

3. Sense of Meaning and Purpose

   - Giving of self for a purpose of greater value
   - Enjoying the process of growth and creativity
   - Have a strong sense of purpose
   - Have a clear vision of personal potential
Take this time of social isolation to rekindle some hobbies, or passions we didn’t have time for before. Taking up projects like crafting, baking, reading, mechanics, whatever it is that brings you joy and tapping into what you are passionate about can help cultivate a sense of meaning and purpose in life.

4. Sense of Hope

There are many ways to cultivate hope. Here are four ideas:

1. **Look for role models who have found solutions** - There are many people who have overcome tremendous adversity. Reading their stories and surrounding yourself with supportive messages and people can help you build hope.
2. **Do what you know you can do** - Take a step you know you can do and that action can make a difference over time. Make your bed. Cook dinner. Talk to a friend. Keep doing it, and then try to add more actions.
3. **Find a clear path** - Write down each step that you need to take to get where you want to be. This will help you see that what you are doing can have a positive result.
4. **Perform an act of kindness** - Kindness triggers the release of serotonin, so it has an anti-depressant effect. It also calms stress and helps reduce pain.

**PEHP Webinar**

*Habits of Resiliency* - Tap into your own sources of strength to become more resilient

**Handouts**

*Ten Ways to Build Resilience*

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**Anxiety and Depression**

If you are struggling with anxiety, stress, depression or having racing thoughts and need to find help:

- **Call** a trusted friend or family member. Chances are they may be feeling the same emotions and can help you calm down.
- **Ask** your employer or your Human Resources department about any Employee Assistance Programs (EAP) or Life Assistance Counseling available to you.
- **Find** local mental health resources at [www.211utah.org](http://www.211utah.org).

You may qualify for intensive crisis counseling services. Call the PEHP Member Services Nurse (801-366-3961) to determine if you or a family member may be eligible.

If you or someone you care about is struggling with mental health issues related to the COVID-19 crisis check out the resources and links below.
Anxiety & Depression Resources

- NAMI Mental Health Resource Guide COVID-19
- Mental Health America COVID-19 Resources
- Anxiety and Depression Association of America: Managing Anxiety and Isolation during COVID-19
- Mental Health First Aid – #BeTheDifference for people with Mental Health concerns during COVID-19
- Suicide Prevention Line at 800-273-TALK (8255) or Text 741741
- Intermountain Healthcare Emotional Relief Hotline 1-833-442-2211

Mindfulness in Challenging Times

Now more than ever, we need **clarity, calm, self-compassion, and a greater capacity** to work through these trying times. If you are feeling fear, stress, anxiety, pressure or even pain, you are not alone. One way to help is by practicing Mindfulness.

The practice of Mindfulness, which is **focusing on our breathing and bringing our attention back when it wanders**, is a way we can cultivate awareness by paying attention on purpose, in the present moment, and without judgment.

**Give Mindfulness a try right now by following these steps:**

**Six Steps for Beginner’s Mindfulness Meditation**

1) **Take a seat**—find a place to sit that feels calm and quiet to you. Back straight, Shoulders down, and eyes closed or gaze down to the floor in front of you.

2) **Set a time limit**—in the beginning, it helps to choose a short amount of time (3, 5 or 10 minutes).

3) **Notice your body**—sitting or kneeling on a pillow. Just make sure you are in a stable position that is comfortable and that you can stay for the time you have chosen.

4) **Feel your breath**—follow the sensation of your breath as it goes out and back in. Counting is not needed; just breathe naturally how you normally would. No changing it, just noticing it.

5) **Notice when your mind has wandered**—when you notice you are not focused on your breath, simply return your attention to it (it could be a few seconds, a minute, or more).

6) **Be kind to your wandering mind**—no need to judge yourself, or try to interpret or obsess over the content of any thought you find yourself thinking. Just bring your attention back to your breathing.

Consider also trying some [mindful walking](#), [mindful eating](#), and/or [mindful breathing](#).

**FREE Guided Mindfulness Meditations**

- University of Utah Mindfulness Center
  - Tara Brach, PhD Mindfulness Meditation (female voice)
  - 3-Minute Breathing Space Practice (male voice)
EAT WELL, STAY ACTIVE AT HOME

Eating Habits while Working at Home

As many of us are adjusting to new work environments during the pandemic, you may find you are struggling to maintain healthy habits. Take time to establish new, healthy eating habits during this time of change. Focus on setting times for breakfast, lunch and dinner and healthy snacks if you are working from home, so you don’t snack all day. Maintaining healthy habits will allow you to feel better and manage stress during these difficult times.

The resources below provide a variety of ideas on how to develop healthy habits if you are working from home, how to make healthy meals and snacks and links to healthy recipes to try.

PEHP Webinar

Healthy Meals = Healthy Families - Simple ideas for healthy lunches and quick healthy dinners

Articles

- 10 Tips for Eating Healthy When You’re Working from Home
- Making Health & Nutrition a Priority during the Coronavirus Pandemic
- How to Curb Emotional Eating During the COVID-19 Pandemic
- Snack Tips for Parents – Handout
Boost your Immune System with Proper Nutrition

Years of research has shown that a healthy diet can influence immune strength and susceptibility to infectious diseases. Fruits and vegetables, whether fresh, frozen, canned or dried, can add needed nutrients to your diet to help with immune health. Review the articles and handouts to learn how your diet can help keep your immune system healthy.

Articles

How to Keep Your Immune System Healthy
Nourish Your Immune System
Foods to Boost the Immune System

Resources

Smart Shopping for Fruits & Vegetables
Add more vegetables to your day
Daily Water Tracker Reminder

Pantry Living

As we practice social distancing to reduce our risk of exposure and slow the spread of the coronavirus (COVID-19), you may be reducing your trips to the grocery store and relying on the food in your pantry to provide meals for you and your family.

Use the resources below to find recipes, recommendations and tips on building healthy meals from your pantry.

Resources

Simple recipes from PEHP’s Test Kitchen:
Three Bean Salad
Baked Oatmeal

Food Planning during the Coronavirus Pandemic

Articles and Ideas

Getting Groceries During Quarantine
Long-Lasting Fresh Fruits & Vegetables
Simple Ways to Turn Pantry Staples into Complete Meals
3 Ingredient Pantry Dinners
MyPlate: Activities to do with Kids
Staying Active while Working at Home

Research shows exercise can help alleviate depression and feelings of anxiety, mostly due to the chemical reactions that happen in the body as soon as we work up a sweat.

Something you can do that is low impact and from the comfort of your chair are these chair yoga poses. You can also try these yoga poses for anxiety.

If you have kids at home click here for some great ideas for physical activity breaks for all ages!

PEHP Webinars

Beyond the Gym – Getting fit without a gym

Exercise For Every Body – Low impact workouts

PEHP Workout Warrior

Our online monthly themed physical activity challenge offers you an opportunity to track and report your ‘steps’ earned by doing any activity while receiving weekly motivational email messages with up-to-date information on how to keep active every day!

Sign up each month to participate and after submitting your steps you’ll have a chance to win an eGift card!

Resources

13-minute Mindful Movement Video
15 Best Rated Yoga videos
Exercise Band Workout

Keeping Kids Active

Outdoor and Indoor Ideas for Kids

Articles

Exercise - Immunity & COVID-19
Creating Calm through Exercise
Exercise is Medicine-Staying Active During the Pandemic
Remote Working Tips

Many of us are adapting to a new working environment in our homes. Here are a few tips to think about as you settle into a remote work setting.

Manage Time

1. Set a regular work schedule and stick to it. Make your coworkers and managers aware of your regular work hours and what your lunch and break schedule will be. Communicate your schedule to others in your household and post a written daily work schedule.
2. Maintain regular bedtime and wake time. Try to stay consistent over time for better quality sleep and improved energy and mood. Encourage others in your household to do the same.
3. Step away from your work station during lunch and break time. Set specific intentions for your break time activities – take a walk outside, stretch, meditate, listen to music, eat a healthy snack, or put your feet up. Set your timer on your phone so you know when to get back to work.
4. Stay focused on the task at hand and be mindful in the moment. Do your best to eliminate distractions that will upset your routine.

Manage Space

1. Set up a designated quiet workspace with a comfortable chair and desk or table that is ergonomically sound.
2. Keep paperwork, files and office supplies easily accessible and organized.
3. Ask others in the household to respect your space and privacy. Place a sign on your door or workspace that lets children or other housemates know when you can or cannot be interrupted.

Take Care of Yourself

1. If you are sick, take a sick day to rest and avoid the temptation to work.
2. Clean and sanitize your computer, mouse, keyboard regularly.
3. Get outside every day for sunshine and fresh air. Plant your bare feet in the grass.
4. Infuse movement into your work day.
5. Be adaptable and have a flexible attitude with yourself and others.

Stay Connected

1. You can’t overcommunicate with your coworkers. Use helpful communication phrases like “Got it”, “I will take care of this,” “Will do” and “I’ll get that to you by Friday” during phone calls, virtual meetings and emails.
3. Speak up and ask for clarification if a discussion point or assignment is not clear.
4. Reach out to a co-worker you used to see in the hallway or breakroom. Call them or send an email to ask them how they’re doing and brighten their day.
5. Use break time to text or call a personal friend or family member. Share a humorous or uplifting message.
Resources

- Working from Home with Kids
- Stay Healthy While Working from Home

Ergonomics at Home (or the Office)

Check out these suggestions for creating a home workspace where you feel productive and focused and can get your work done. Ergonomics is the study of fitting the workplace to the worker. **Fit your work space to you!**

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- Your Body at Work – Ergonomics: Find out how to fit your workplace to you

**Standing Station?**
- Convert any Desk to a Standing Desk
- Complete Guide to DIY Standing Desks

**Laptop Only?** Here are some ideas of how to work best with a laptop while still maintaining proper posture and back care.

**Posture!** Most importantly, we need to maintain proper posture. Using good posture can help decrease stress on spine, help prevent muscle fatigue, and keep our bones and joints in proper alignment which reduces the likelihood of pain and injury down the road.

**Check out this graphic** to make sure you are sitting or standing properly and your spacing of equipment is in the best locations, then review this checklist to see how your workstation could be improved:
COMMUNITY OUTREACH

Staying active in the larger community may help employees feel a sense of purpose as they contribute time and resources to frontline healthcare workers or those in need of medical, social or financial support. Participating in community service projects as an organization can help generate a sense of unity and purpose in a time where employees may be working remotely and physically distant from each other.

Here are a few ideas to get your coworkers involved in helping those in our community who are in difficult circumstances.

- **Donate blood.** Demand is high right now because of cancelled blood drives, but it is possible to donate blood while still staying safe. Go to [http://rcblood.org/appt](http://rcblood.org/appt) to schedule an appointment.
- **Help at food banks.** Many food bank volunteers are older adults who are now isolating at home. Consider volunteering to work in their place. Visit [utahfoodbank.org](http://utahfoodbank.org) for more information.
- **Raise funds for testing and PPE** (personal protective equipment) for healthcare workers and increase testing capacity in Utah. [slopeserves.com/donate](http://slopeserves.com/donate).
- **Organize a food drive.** Donate food to a local food pantry or raise funds for [mealsonwheelsamerica.org](http://mealsonwheelsamerica.org) or [feedingamerica.org](http://feedingamerica.org).
- **Raise funds to support Utahns** who are impacted financially, have unmet healthcare needs or lack access to mental health resources due to COVID-19. Donate to United Ways of Utah [COVID-19 Community Response Fund](http://covid19utah.org) to help alleviate economic impact of the outbreak.

Find other ways to donate and/or volunteer:

- [coronavirus.utah.gov/help](http://coronavirus.utah.gov/help)
FINANCIAL WELL-BEING IN THE HERE & NOW

With the market volatility and the uncertainty of the world right now, some of us may be thinking more about our personal financial status. Is saving or spending on the back of your mind? Take some time to create healthy habits with your money.

Stress and Finances

Did you know that the biggest financial problems that lead to stress are failing to have a budget or emergency savings, holding debt, and not saving enough for retirement?

If you are finding yourself doing a little more shopping online for things you don’t necessarily “need,” take a pause and reevaluate the behaviors or feelings behind this impulse shopping.

If you have a spouse or loved one who is out of work due to the effects of COVID-19, check here to get some help and resources from the State of Utah or here to find new job openings.

Basic Financial Guidelines:

1. **Know Your Financial Situation:** Take an honest look at your current finances. If they are not where they need to be, make a plan to improve them.
2. **Make a Financial Plan:** What are the things you want to save and invest for? List your important goals first, then find ways to help you achieve them.
3. **Pay Yourself First:** Include a category for savings and investing in your budget.
4. **Spend Wisely:** Ask yourself if you really need it. Over time, even small amounts saved can add up to big money.

PEHP Webinar

Smart Saving & Savvy Spending

Smart Saving & Savvy Spending
URS Webinars

The 5 Secrets to Financial Wellness  
Gaze into Your Retirement Future

Websites

Multiple Utah Retirement Systems (URS) Educational Videos  
Other URS Member Webinars

Phone Apps

Mint  
PocketGuard  
Wally  
You Need a Budget (YNAB)  
EveryDollar

Budget Worksheets

Free Budget Templates  
Create A Budget