UHA Work Well℠

Better Health Better Life

Q2 2022

uhahealth.com/workwell

VAL'S MESSAGE

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VAL'S MESSAGE

Valerie Davison
Workplace Wellness Manager

Believe, Belong, Become.

When it comes to creating a healthier, higher-performing organization, it should come as no surprise that it's culture that matters most. Fostering a sense of belonging in the workforce has been deemed an integral part of a healthy work culture with leading organizations citing it as increasingly important due to its strong link to organizational performance.

BELONG is one of the pillars of UHA's Believe, Belong, Become workplace wellness model. To encourage a thriving workplace, every leader, manager and employee needs to belong to a network of engaged individuals with a shared sense of purpose where health improvement, ideas, and resources can be shared to make healthy choices easier.

Research reveals that workplace belonging with high-levels of personal and organizational connectedness (workers feeling they have meaningful relationships with their teams and a feeling of connection to the organization's purpose and goals,) increases job performance an estimated 56 percent.

Organizations that have strong social support systems in place for their people are found to be healthier and happier! Bottomline, establishing a culture of belonging makes for a healthier business too.

Organizations that can foster a sense of belonging in the workforce are[1]:

- **2x** as likely to meet or exceed their financial targets
- **3x** as likely to be high-performing
- **6x** as likely to be innovative and agile
- **8x** more likely to achieve better business outcomes

1. Juliet Bourke and Bernadette Dillon, "Eight Powerful truths," Deloitte Review, Jan. 22, 2018

UHA's wellness team remains focused on reimagining corporate health and wellness and addressing new workplace norms as the pandemic has redefined the way we connect with each other. Many companies are discovering ways to support their workforce with simple and holistic well-being solutions that improve belonging, connection, and engagement in the workplace.

How can you create a sense of belonging at work? Stay engaged with us to continue exploring ideas for your company. Read on for helpful resources, stories and idea starters.

UHA's Workplace Reimagined Series "Belong" continues. View our recap article and webinar recording of "Belong: Where Every Employee Matters" on our Connecting the Dots platform. Learn more about this webinar or check out our upcoming events.

NEWS

Get to know the UHA Work Well team:
Meet Kelii

Question: What does well-being mean to you?

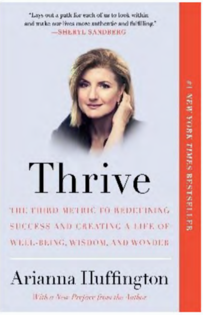
When I think of well-being, the first thing that comes to mind is making time to recharge my battery.

My favorite way to do that is by taking our annual snowboarding trip to Heavenly Village in South Lake Tahoe. The majestic views bring happiness to my soul. For me, slowing down and becoming immersed in the natural environment helps connect mind, body, and spirit.

One of my favorite ways to do so is going on scenic guided hikes in the mountains where you can see the animals, feel the snow, smell the trees and the pines cones, breathe fresh air, and see the beauty that nature has to offer. The best thing about these trips is that it allows us to reconnect with families and friends.

After a day of snowboarding on the slopes, there's nothing better than sharing food and beverages while sharing stories before heading down the mountain. Wrap up the night with some BBQ and smores at the fire pit and you are set for a great night of rest to recharge your battery.

Featured book of the quarter:
Thrive by Arianna Huffington


"Lays out a path for each of us to look within and make our lives more authentic and fulfilling."
—SHERYL SANDBERG
Thrive
THE THIRD METRIC TO REDEFINING SUCCESS AND CREATING A LIFE OF WELL-BEING, WISDOM, AND WONDER
Arianna Huffington
With a New Preface from the Author
#1 NEW YORK TIMES BESTSELLER

Our featured book of the quarter comes from, Roland Manangan, UHA's Workplace Wellness Advisor. Arianna Huffington discusses the third metric to redefining success and creating a life of well-being, wisdom, and wonder.

Health And Wellness Podcast: Stress and Coping Mechanisms

Dr. Jeffrey Stern, a licensed psychologist in Hawaii for over 15 years, specializes in psychometric and testing of children and teens. He's written countless reports and regularly presents to community groups on topics ranging from workplace wellness to pivotal response training. In addition to maintaining his own clinical practice, Healthy Young Minds, Dr. Stern has been teaching Research Methods and Child Development at the University of Manoa for nearly 10 years.

In this episode, Dr. Stern discusses stress and offers helpful coping mechanisms for adults, children, and teens.

Listeners can expect to learn about how our body responds to stress, simple techniques we can use to overcome our stress response, and how we can help our loved ones through stressful situations.

Listen to the podcast episode here.

UHA Health Insurance Awarded Outstanding Employer

MHA
Mental Health America
of Hawaiʻi

UHA Health Insurance was awarded the 2022 Mental Health Mahalo Award, Outstanding Employer by the Mental Health America of Hawai'i. This event celebrates Hawaii's community leaders, advocates and organizations that have dedicated themselves to promoting mental wellness and improving the care of people with mental health issues through positive programs and leadership.

We are honored to be recognized as the 2022 Outstanding Employer and encourage other employers to find ways to support their employees' holistic well-being.

Six Work-life Balance Tips

work-life
balance
family
friends
vacations
pleasure
rest
office
stress
health
leisure
sport
business
career
hobby
workplace
recreation
responsibility
pressure
community
commitment
education
job
money
sleep
ambition
happiness
development
self

UHA's Work Well team presents six habits that can boost your emotional health and manage stress. Check off each practice to keep yourself accountable!

1. **Practice mindfulness** by taking time each day to focus on silence, on the present moment, allowing yourself to do nothing and just be.
2. Find more ways to **laugh**! Laughter has powerful emotional benefits. Post jokes, funny pictures, watch your favorite sitcom, or spend time around people who make you giggle.
3. Schedule visits and **spend more time** around the people in your life who are positive and uplifting. Just like pessimism, happiness and emotional wellness are contagious too!
4. Set time aside for **hobbies** that bring you joy such as books, group activities, participate in forums, support groups or team sports.
5. Learn when it's right to say "no" and practice **managing time** by planning and prioritizing tasks at work and home.
6. **Connect and communicate** opening with friends, close peers, a therapist, or your doctor.

For more health and well-being related content, visit uhahealth.com/ctd.

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5 Tips To Lower Your Risk Of A Stroke

Did you know?

Stroke is the number 5 killer across the U.S. and is the number 3 killer in Hawaii.

It's never too late to start making healthier choices. American Stroke Month was in May, here are five tips that may help lower your risk.

- High blood pressure, or hypertension is a leading cause of stroke and the most significant controllable risk factor.
- Women are at a higher risk for stroke than men. Test your knowledge by taking this quiz.
- Stress can increase your risk of high blood pressure, heart disease, and stroke. Learn about ways that you can manage your stress with Dr. Stern.

Remember FAST – the signs and symptoms of a stroke and appropriate response when witnessing them:

Face drooping

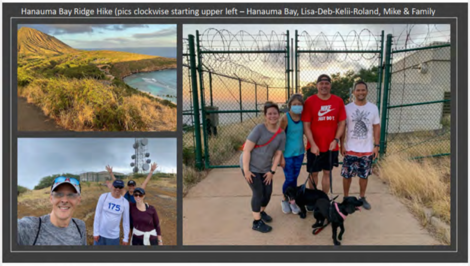
Arm weakness

Slurred speech

Time to call 9-1-1!

FEATURED CASE STUDY

Elite Resolution Challenge



Hanauma Bay Ridge Hike (pics clockwise starting upper left – Hanauma Bay, Lisa-Deb-Kelii-Roland, Mike & Family

Elite and UHA's Work Well team partnered up to support Elite's first annual community challenge! Throughout May, Elite’s staff and clients were encouraged to participate in this eight-week workplace wellness challenge. Over 30 companies participated; including UHA teammates, Deb, Lisa, Roland, Mike and Kelii.

Participants earned points for daily physical activity, and each week there was a surprise challenge revealed to earn bonus points. Stay tuned for the results in our next newsletter!

UPCOMING EVENTS

Ola Mau Complimentary Breakfast

Ola Mau
"Enduring Health"
Breakfast

Learn about an upcoming community-based program, **Ola Mau (Enduring Health)** designed to address mental well-being and diabetes health. Diabetes is considered an epidemic in the US as well as here in Hawaii, where more than 125,000 people locally are diagnosed with diabetes and another 40,000 are diabetic but have not yet been diagnosed.

Many leading Hawaii employers are helping to address this epidemic by sharing information about the Ola Mau program with their employees and family members. Through in-person education, interactive activities, goal setting, and support, this no-cost program will help participants better understand the links between diabetes and cardiometabolic health and how their lifestyle choices and actions for eating and movement and their medications can prevent life-altering and life-threatening complications.

Event details
When: Wednesday, June 29th from 8:30 to 10:30 am
Where: Hookupu Center, 1125 Ala Moana Boulevard, Honolulu, Hawaii

RSVP by Wednesday, June 22nd at tinyurl.com/olamaubreakfast

PAST EVENTS

YMCA’s Healthy Kids Day

Team UHA at the Nu’uanu YMCA

Our wonderful UHA associates Val, Mike, Keli’i, Roland, and Deb enjoyed the day with over 300 attendees as the Nu'uanu YMCA celebrated the 30th Anniversary of Healthy Kids Day with a free community event. The UHA team joined the statewide celebration by attending the Nu'uanu and Leeward events.

BOOKS 4 KEIKI

UHA HEALTH INSURANCE
uhahealth.com

Team UHA at the Leeward YMCA location

Belong: Where Every Employee Matters

Worklife Reimagined Series
UHA Connecting the Dots.

Belong: Where Every Employee Matters

How cultivating safe work relationships can encourage inclusion, connection, and equity.

In partnership with:

HawaiiBusiness magazine
HAWAII EMPLOYERS COUNCIL

How cultivating safe work relationships can encourage belonging, connection, and engagement.

When companies support employees, employees feel accepted and appreciated. As a result, employees become more engaged, empowered, and the company prospers by harnessing the full capabilities of every member on the team.

During this webinar, **Francis Choe** manager of external affairs at Alexander & Baldwin, formerly the external affairs director at Hawaii Employers Council, and **Ikaika Regidor**, senior programs director of YMCA of Honolulu, Nu‘uanu Branch, shared their personal stories of safety, trust and belonging.

View the recap article and recording.

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