



**Don't Do It Alone.**

Work with your facility or region LiVe Well Partner to identify a champion that will represent your department. The champion will work with your facility/region LiVe Well Partner who meets monthly with the Corporate Live Well Team to plan and operationalize LiVe Well activities and campaigns and to share best practices across the system.

**Be an Example.**

You don't have to be perfect at LiVe Well – no one is! What matters is whether you are engaged in the journey towards well-being. When you share with your staff what experiments you are trying and what you are learning, they will be encouraged to do the same. Role model how small steps over time can lead to big changes. As long as we don't give up, there is no failure.

Walk the talk:

- ✓ Implement the *Healthy Meeting Guidelines*.
- ✓ Have walking one-on-one meetings.
- ✓ Take time to socialize with your staff and listen about their LiVe Well efforts.
- ✓ Participate in the quarterly *ShapeUp Challenges* or other activities with your team.
- ✓ Take time away from work. You'll feel better, and it will reinforce the message that self-care is important.

**Promote LiVe Well and connect it to daily work.**

- ✓ Support your LiVe Well Champion in his/her efforts to promote Live Well.
- ✓ Be sure your staff understands the 2016 Rewards Program (it's the same as 2015).
- ✓ Include LiVe Well messages in your communications with staff. These can include a staff story, a quote, a tip, a helpful app or a good idea to try.
- ✓ Add LiVe Well to your New Employee Orientation. Educate new employees about how your department supports living well.
- ✓ Elicit ideas and suggestion from your staff. LiVe Well is an energizing and fun topic.
- ✓ Link your Engagement Impact Plan with LiVe Well.

**Coach employees to live well but remember the LiVe Well Rewards Program is an opportunity for everyone, not a requirement for anyone.**

Participation in the LiVe Well Rewards Program is totally voluntary and employees should never be pressured. But managers can coach and support staff to practice behaviors of well-being.

- ✓ Show that you care about the well-being of your staff.
- ✓ Encourage the use of breaks and PTO for rest and renewal.
- ✓ Encourage learning and development both at work and at home.
- ✓ Encourage staff to use Intermountain resources such as the EAP, Employee Health, and the money management tools found on the HR website.
- ✓ If employees choose to make a wellness goal, it shouldn't have weight in their overall job performance.
- ✓ Advocate for policies, procedures, and resources that support LiVe Well at work.

**Consider a quarterly LiVe Well focus or activity, and keep it simple.**

Support your Champion to sponsor a quarterly LiVe Well activity. Your department can use the system activities (the schedule can be found on the LiVe Well website); your facility activities, or you can create your own. Ideas can be found in the document LiVe Well Ideas. Whatever activity your team does together, staff can choose to count it for the LiVe Well Rewards Program.