

The goal of LiVe Well for Employees and Families is to help them live the healthiest lives possible.

LiVe Well Objectives

- ❖ Create and foster a sustainable culture of wellness
- ❖ Increase the overall well-being of employees and their families to enhance their quality of life
- ❖ Create shared accountability for controlling the costs of healthcare
- ❖ Model good health to our patients, and communities



LiVe Well is focused on the total well-being of a person, not just his or her physical health.

This evidence-based decision supports five dimensions: live secure, live happy, live connected, live engaged, and live healthy.

LiVe Well is designed to be positive and motivating. We provide wellness opportunities, not requirements.

Participation in any part of LiVe Well is voluntary. We believe changes in well-being begin when a person is ready and when that time comes, LiVe Well education, resources, and nominal incentives will be available to support him/her.

A culture of wellness promotes individual and team well-being.

Employees like what they do each day as they use their strengths and contribute to our mission. The environment is safe and offers healthy choices for food, activity and rest. Self-care is encouraged with regular breaks to recharge and renew. Healthy relationships are built with caring, open communication and regular recognition for progress and good work. Staff knows and uses Intermountain resources that support all dimensions of LiVe Well.

You play a key role in inspiring and engaging your employees to LiVe Well.

Your example and promotion of LiVe Well in the daily work of your employees is critical to our journey of creating a culture of wellness at Intermountain.



LiVe Well Benefits for Managers

Employees who report well-being:

- ✓ Are more innovative and engaged
- ✓ Have higher productivity and job satisfaction
- ✓ Have less time lost from work and fewer injuries
- ✓ Promote a positive image of your department that encourages retention and attracts job candidates

LiVe Well isn't the icing on the cake, it's the flour. Living well is your source of strength, energy, vitality and resilience, to do your job. It's the key ingredient to a highly engaged, productive team.

2016 LiVe Well Goal: Increase the LiVe Well Index by .10 (⅓ of the Employee Engagement Goal)

In 2015, we established a LiVe Well Index by combining the scores of five questions from the Gallup survey. The questions are:

- My organization encourages me to build stronger relationships with my friends and family.
- My organization helps me manage my finances more effectively.
- My organization makes an effort to help me improve my physical health.
- I have substantially higher overall well-being because of the employer I work for today.
- The Q12 Grand Mean of the Engagement Survey

Resources to Help You

The [LiVe Well Team Toolbox](https://m.intermountain.net/livewell/) on the LiVe Well website (<https://m.intermountain.net/livewell/>) is your resource to make creating a culture of wellness easy. Begin by taking action found in the *How to Be a LiVe Well Manager* guide. It will give you resources and ideas.

Be sure your department **Live Well Champion** connects with your facility/region's LiVe Well Partner. A [list](#) of **LiVe Well Partners** can be found on the LiVe Well website.

Your **local Human Resources** are valuable support partners to help you reach your goals.