

# LiVe Well for Employees & Families

## Mission Statement

Intermountain Healthcare will create and foster a sustainable culture of wellness throughout the organization to attract and retain individuals who will contribute to extraordinary care.

Wellness initiatives for Intermountain employees will strive to:

- **Increase the overall well-being** for both employees and their families to enhance the quality of life of these individuals,
- **Create shared accountability** for controlling the costs of healthcare, and
- **Model good health** to our patients and communities.

## Guiding Principles

1. Well-being is defined to include work, finances, health, happiness, and social connectedness.
2. Intermountain supports a work environment that promotes well-being and makes healthy choices readily available at work. We encourage employees and families to create healthy home environments.
3. Our well-being policies, programs, resources, and activities are easy to understand, fun, and available to everyone, regardless of location or position in the organization. We honor cultural diversity and differing levels of readiness and health status.
4. We value personal accountability from employees and family members and understand that any improvement will occur in their own way and in their own time frame.
5. Our well-being initiatives are open and transparent with no hidden agendas that would violate our Intermountain values.
6. Employees are rewarded for participation in the well-being activities. Rewards are of an employee's choosing when possible and designed to motivate progress towards improved well-being. We emphasize the natural rewards of well-being: strength, energy, vitality, and resilience.
7. We measure the success of our education, support and incentives.

## LiVe Well Dimensions

LiVe Secure: Be financially secure today and in the future.

LiVe Engaged: Be highly engaged at work. Love what you do each day.

LiVe Healthy: Be physically active and healthy.

LiVe Happy: Be your best self, especially during times of change and stress.

LiVe Connected: Create and sustain healthy, positive relationships at work, home and in the community.

# LiVe Well

## EMPLOYEE AND FAMILY CULTURAL AND ENVIRONMENTAL GOALS

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| <b>1</b> | <b>Cultural Understanding of LiVe Well</b>                                   | Employees will understand Intermountain LiVe Well including the purpose, program and resources. They will also understand their role and responsibility with regards to LiVe Well.           |
| <b>2</b> | <b>Manager Understanding and Integration of LiVe Well</b>                    | Managers will understand their role with LiVe Well and will integrate LiVe Well principles into their teams and workplaces.  |
| <b>3</b> | <b>LiVe Well Integration Across Organizational Strategies and Activities</b> | LiVe Well will be integrated into our current activities and strategies such as recruitment, New Employee Orientation, New Leader Orientation, etc.  |
| <b>4</b> | <b>Environmental Assessments</b>   | Environmental changes will be assessed and improved such as healthy food choices in cafeterias, and vending machines, on-site gyms and walking paths.  |
| <b>5</b> | <b>Identification of LiVe Well Partners</b>                                  | LiVe Well Partners will be identified in each facility and/or region who will operationalize LiVe Well activities and will collaborate together to use best practices throughout the system. |