

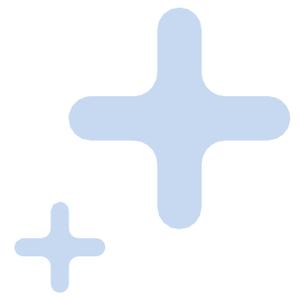


2022 Well-being Calendar Employer Guide

Encourage your employees to engage in healthy behaviors year-round.



Empower and engage your employees



Our well-being calendar can help you plan, promote and implement activities throughout the year. Each month features a different well-being topic, observances and key dates, industry resources and tips for engaging employees. Follow our suggested monthly topics or adjust to align with your own unique program strategy.

JANUARY
+++
Preventive Screenings



JULY
+++
Summer Well-being



FEBRUARY
+++
Fitness



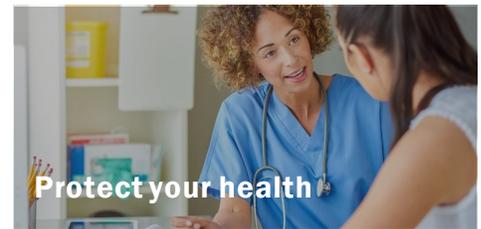
AUGUST
+++
Social and Community Well-being



MARCH
+++
Nutrition



SEPTEMBER
+++
Immunization Awareness



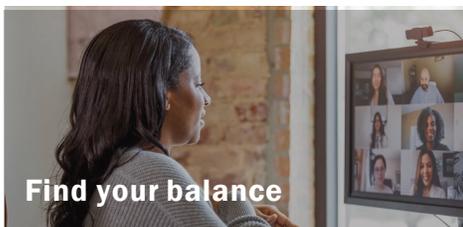
APRIL
+++
Mindfulness and Gratitude



OCTOBER
+++
Back Health



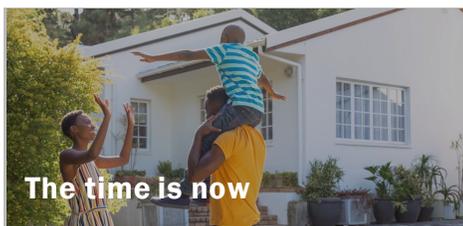
MAY
+++
Workplace Stress



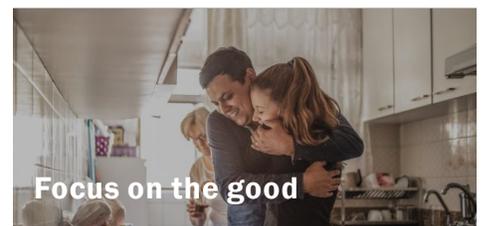
NOVEMBER
+++
Diabetes Prevention



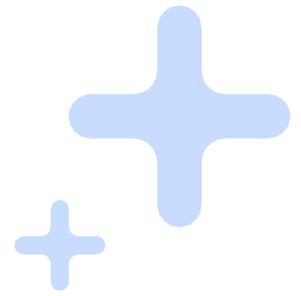
JUNE
+++
Goal Setting



DECEMBER
+++
Healthier Holidays



January



Preventive Care | Take on the world

Observances and Key Dates

- + [National Glaucoma Awareness Month](#)
- + [Cervical Health Awareness Month](#)

Learn More

- + Preventive screenings enable early detection and treatment of some serious conditions that may initially have no symptoms, such as cancer, high blood pressure, and high cholesterol. If these illnesses go undetected, this may lead to increased risk of costly chronic conditions, which may also increase the likelihood of hospitalization and death due to COVID-19.
- + *Recommended Resources: [Willis Towers Watson and Business Group on Health](#)*



Engage Employees

- ✔ Offer onsite flu shot clinics and allow paid time off for preventive care appointments. Use our [flu prevention toolkit](#) and [on-site flu shot clinic resources](#) to support your initiatives.
- ✔ Encourage employees to find in-network doctors and compare costs. Employees can use [myProvidence](#) to make sure a provider or facility is within their network and determine prices for treatments and prescriptions.

February

Fitness | Move more and sit less

Observances and Key Dates

- + [American Heart Month](#)
- + [Low Vision Awareness Month](#)

Learn More

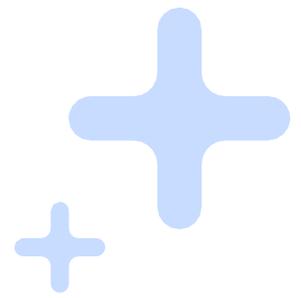
- + Nearly 80% of adults do not get the recommended amount of aerobic and muscle-strengthening activity. Helping your employees adopt and maintain healthy habits can have business benefits as well, like more productive employees, improved organizational culture and lower health care costs.
- + *Recommended Resource: [American Heart Association](#)*

Engage Employees

- ✔ Offer competitive benefits and perks that promote movement, such as stipends for activity trackers, public transit passes, bike share programs, fitness studio classes or memberships, and home office ergonomic equipment. Download our [physical activity resources](#) for additional recommendations.
- ✔ Encourage employees to kick-start their physical activity routine. Members can save on fitness memberships through [Active&Fit Direct™](#) and [LifeBalance](#).



March



Nutrition | Build better habits

Observances and Key Dates

- + [National Colorectal Cancer Awareness Month](#)
- + [National Nutrition Month](#)
- + [National Kidney Month](#)

Learn More

- + A whole-foods, plant-based diet maximizes nutrient intake and lowers the risk of heart disease, high blood pressure, diabetes, colon and breast cancer, and obesity.
- + *Recommended Resources: [American Heart Association](#) and [Bravo](#)*



Engage Employees

- ✔ Create a work environment that supports healthy eating by having dedicated spaces for preparing and eating meals, increasing the availability and accessibility of fruits and veggies, and accommodating special diets when food is offered during meetings.
- ✔ Educate employees on the benefits of healthy eating by sharing our [nutrition tip sheets](#), offering [well-being webinars](#) and promoting [Healthy Bites podcast episodes](#).

April



Mindfulness and Gratitude | Put your mind at ease

Observances and Key Dates

- + [Stress Awareness Month](#)
- + [Financial Literacy Month](#)
- + [4/7/22: World Health Day](#)

Learn More

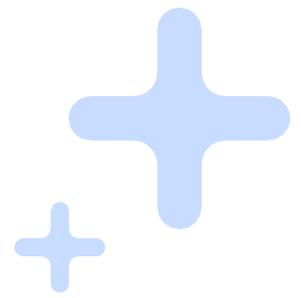
- + Mindfulness is a simple yet effective tool that can be transformative for employees and employers alike. Mindfulness in the workplace can enhance productivity and focus, improve creativity and innovation, and increase patience and understanding.
- + *Recommended Resource: [Mindful](#)*



Engage Employees

- ✔ Begin meetings with a "mindful minute," create a dedicated quiet room for meditation, and remind employees to take moments to breathe and recenter throughout the day.
- ✔ Promote [behavioral health benefits](#) available through Providence, such as Behavioral Health Concierge, and your Employee Assistance Program (EAP). Download our [mental well-being resources](#) for additional recommendations.

May



Workplace Stress | Find your balance

Observances and Key Dates

- + [Mental Health Awareness Month](#)
- + [Employee Health and Fitness Month](#)

Learn More

- + When people feel chronically stressed or emotionally exhausted, they may detach from their work and colleagues, and be less focused and productive. They are also more likely to suffer health consequences, miss work, and quit their jobs.
- + *Recommended Resources:* [Society for Human Resource Management](#) and [Virgin Pulse](#)



Engage Employees

- ✔ Host a [benefits and well-being fair](#) to connect employees with valuable resources that support True Health. Invite all benefit partners including health plan, financial services, and EAP.
- ✔ Lead with empathy, honesty, and transparency. Conduct regular check-ins to gather feedback from employees regarding workload and environment and recognize their strengths and contributions. Download our [health equity guide](#) for additional ideas on building a strong workforce.

June



Goal Setting | The time is now

Observances and Key Dates

- + [Alzheimer's & Brain Awareness Month](#)
- + [National Safety Month](#)

Learn More

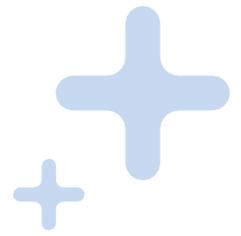
- + When employees feel their purpose is aligned with their employer, the benefits expand to include stronger engagement, heightened loyalty, and a greater willingness to recommend the company to others.
- + *Recommended Resources:* [Gallup](#) and [McKinsey](#)

Engage Employees

- ✔ Support professional growth and development by offering student loan repayment assistance and tuition reimbursement as well as access to skills-based training classes and leadership development courses.
- ✔ Encourage employees to adopt healthy habits. Members have access to perks, such as [LifeBalance](#) and [health coaching](#), to support them in creating a truly healthy life.



July



Summer Well-being | Shine bright this summer

Observances and Key Dates

- + [UV Safety Month](#)
- + [Healthy Vision Month](#)

Learn More

- + Summer is one of the most anticipated seasons of the year, but many people spend long hours indoors working. Encourage employees to get outside by offering outdoor meetings and events. Promote local farmers markets and offer seasonal produce to help employees enjoy the season.
- + *Recommended Resources:* [Total Wellness](#) and [Limeade](#)



Engage Employees

- ✔ Remind employees of [perks and programs](#) to help them get the most from their plan – like [Assist America®](#) for emergency medical assistance while traveling and [ExpressCare](#) for same day in-person or virtual care.
- ✔ Monitor the [air quality index](#) (AQI) and follow best practices to protect employees. When AQI is at an unhealthy level consider allowing employees to telecommute, rearranging work schedules and tasks, and closing outdoor work activities.

August



Social and Community Well-being | Stay connected

Observances and Key Dates

- + [Immunization Awareness Month](#)
- + [Family Fun Month](#)

Learn More

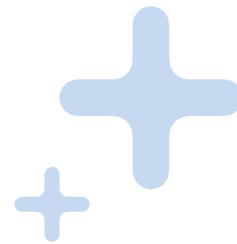
- + Workplace relationships and social connection are incredibly important for employee mental health and well-being. Having a strong social network is associated with reduced risk of depression and anxiety, lower levels of stress, and increased motivation and happiness.
- + *Recommended Resource:* [Virgin Pulse](#)

Engage Employees

- ✔ Create opportunities for socialization such as team lunches, volunteer events, birthday or holiday celebrations, or team building activities like trivia, sports teams, or book clubs.
- ✔ Encourage employees to support local businesses. [LifeBalance](#) offers discounts to recreational and cultural activities for the whole family.



September



Immunization Awareness | Protect your health

Observances and Key Dates

- + [Healthy Aging Month](#)
- + [National Preparedness Month](#)
- + [9/21/22: World Gratitude Day](#)

Learn More

- + While COVID-19 has been top of mind, it's valuable to highlight the importance of *all* routine vaccinations. If your workplace isn't protected by herd immunity, a single case of the flu, measles or shingles could result in an outbreak that puts your workforce, family, and clients at risk.
- + *Recommended Resources:* [Business Group on Health and Anthem](#)



Engage Employees

- ✔ Make it easy for employees to get vaccinated by hosting an [on-site vaccination clinic](#) or sharing information about nearby pharmacies or walk-in clinics.
- ✔ Reinforce the importance of annual vaccinations, booster shots and herd immunity with educational flyers, emails, or webinars. Remind employees that many vaccinations are covered in-full by their health plan. For additional recommendations, download our [tips for boosting vaccination rates in the workplace](#).

October

Back Health | Watch your back

Observances and Key Dates

- + [Physical Therapy Month](#)
- + [Health Literacy Month](#)
- + [Breast Cancer Awareness Month](#)

Learn More

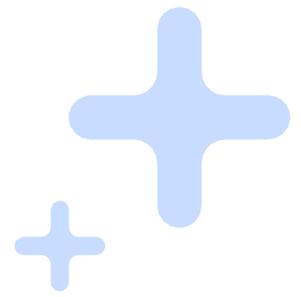
- + Across all industries, musculoskeletal (MSK) conditions are one of the largest expenses for employers. MSK conditions can significantly hinder mobility and dexterity leading to reduced productivity, limited work duties, short-term disability, increased medical costs and early retirement.
- + *Recommended Resource:* [Willis Towers Watson](#)

Engage Employees

- ✔ Offer ergonomic assessments and provide interventions to prevent musculoskeletal conditions such as ergonomic chairs, footrests, and standing desks.
- ✔ Encourage employees to be active every day. [Active&Fit Direct™](#) provides discounted gym memberships at more than 16,000 participating fitness centers and on-demand access to over 4,000 free digital workouts.



November



Diabetes Prevention | Prioritize your health

Observances and Key Dates

- + [American Diabetes Month](#)
- + [Lung Cancer Awareness Month](#)
- + [COPD Awareness Month](#)

Learn More

- + One in three adults has prediabetes, and without intervention, many people develop type 2 diabetes within 5 years. People diagnosed with diabetes incur on average 2.3 times the medical expenses of a person without diabetes.
- + *Recommended Resources: [TransAmerica Institute](#) and [Centers for Disease Control and Prevention](#)*



Engage Employees

- ✔ Create a workplace culture that encourages healthy eating and physical activity by offering fruit-infused water instead of sugar-sweetened beverages, hosting cooking demonstrations, providing outdoor spaces that encourage movement, and offering flexible schedules to accommodate physical activity.
- ✔ Encourage self-care and diabetes prevention. Members have access to the [Healthy Eating and Active Lifestyle program](#), a yearlong evidence-based program designed for those at high risk for type 2 diabetes.

December



Healthier Holidays | Focus on the good

Observances and Key Dates

- + [World AIDS Day](#)
- + [National Influenza Vaccination Week](#)

Learn More

- + A steady and intentional practice of self-care not only reduces stress and prevents burnout, but it also improves concentration and work productivity.
- + *Recommended Resources: [Calm](#) and [Teladoc](#)*

Engage Employees

- ✔ Allow work-life integration by offering flexible scheduling, child and elder care assistance benefits, financial well-being resources and flexible leave options.
- ✔ Support employees' mental health and resilience. Members have access to confidential resources, such as [behavioral health concierge](#) and [stress management health coaching](#), to support their whole self-care every day.





When you're healthy, you can feel inspired to do great things for your community and the world at large. We believe healthcare is a human right — everyone has a right to quality healthcare. We're dedicated to the health and care of every member of our community, no matter where they live or who they work for.

Because everyone's well-being matters.

Want support for your employee well-being program? Contact your Health Management Consultant or Account Manager. Or email our team at workplacewellness@providence.com

ProvidenceHealthPlan.com