



**A newsletter for members of the Trusts  
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## **Going Beyond Wellness Challenges**

More and more employers are implementing on-site health screenings, online health platforms and even annual wellness challenges each year. These programs are big steps in the right direction, but to sustain positive long-term change among employees, they must be coupled with an organization-wide culture of wellness.

By creating a culture of wellness, you are ensuring that all aspects of your work environment are conducive for employees to make healthy lifestyle choices. These tips can help:

- Ensure all leaders are proactively involved in your wellness program
- Align workplace policies and procedures to enhance well-being
- Make investments in tools and resources that support employees' health (examples: employer subsidized fitness programs, tobacco cessation classes, healthy vending option on-site, etc.)
- Include wellness benefits that go beyond physical/nutritional health (examples: financial education, mental health counseling, career coaching, etc.)
- Encourage open discussions about well-being issues among all staff.