

Career Advice

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Wellness programs at work benefit employees



All work and no play can cause great duress on a person's physical, mental and even emotional state, which is why wellness programs in the workplace can be highly beneficial. Research confirms such programs have the ability to alleviate stress from work, and enhance employees' professional and personal lives.

Q. What exactly is a workplace wellness program?

A. A workplace wellness program is a company-wide formal or informal program

that educates employees on health, promotes healthy lifestyles and behavior, and encourages employees to make healthier choices (physical, nutritional, mental or financial). In recent years, more companies have leaned toward implementing wellness programs to create a happier, more productive and well-balanced working environment.

Q. What are the benefits of participating in these programs?

A. There are countless benefits to being part of a workplace program. For starters — it's fun! Taking hula classes, yoga sessions or boxing classes with your colleagues gives you and your peers an opportunity to get to know each other on a more relaxed level. At the same time, you're also building a community. Being more active in the workplace improves your physical fitness and productivity, lowers stress and may also lower utilization of medical services, reducing health-care costs.

Q. How much will participation in a wellness program cost me?

A. Most companies offering wellness programs do so at little to no cost. Organizations may offer options like weekend hikes or lunchtime activities — such as stair-climbing, basketball, walking or running groups. Others negotiate discounted corporate gym memberships for their employees.

Q. How do I find out about my company's wellness programs?

A. I encourage you to ask your organization's HR professionals for any health classes or programs that the company offers. You might even discover activities you didn't realize were part of your work benefits, such as acupuncture, chiropractic sessions or massages. If you feel like taking charge, you can even suggest or offer to coordinate wellness activities to your colleagues and bosses that can positively benefit you and your workplace.



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