

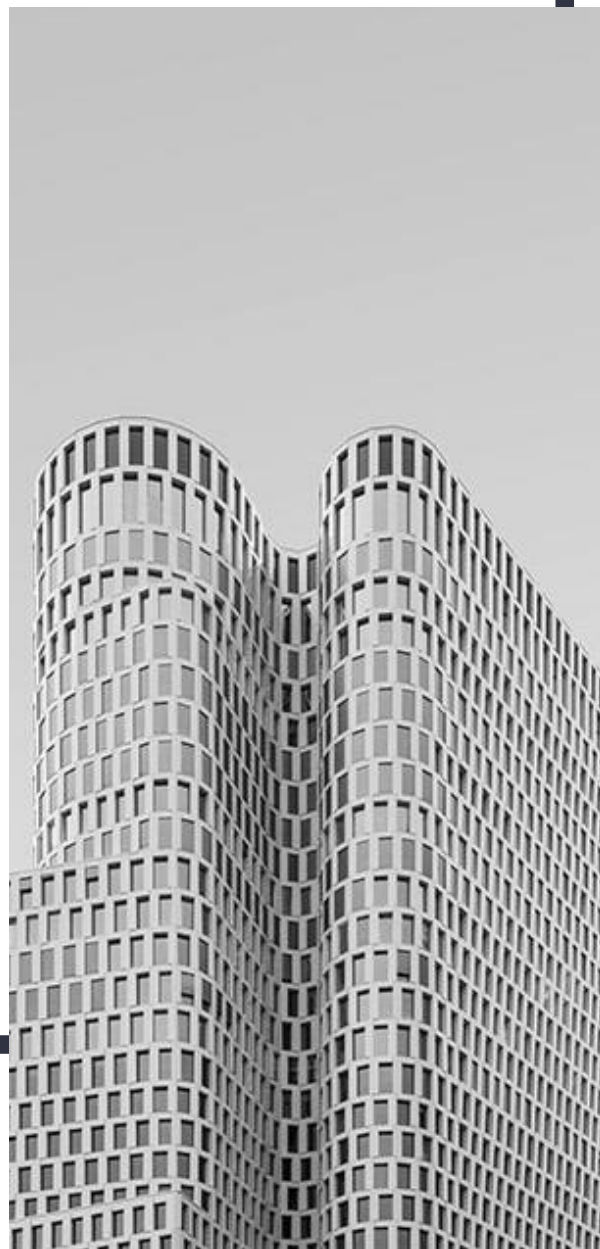
# **WELLNESS AT WORK**

## **STRATEGIES FOR ESTABLISHING A HEALTHY & VIBRANT COMPANY CULTURE**

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In Collaboration with Quest Mindshare



- Quest is all about people – from their member based panels to the intelligent market research professionals on their team
- Their core values include empathy, innovation, positivity, quality, teamwork & transparency



LIVE GREATLY

## **DISCLAIMER:**

The views and opinions expressed here are purely the opinions of the author, and are not intended to provide medical advice or treatment recommendations. The contents of this presentation are intended for informational and educational purposes only. Always seek the guidance of your physician or other qualified health professional when you have any questions regarding your specific health, changes to diet and exercise, or any medical conditions.



# OVERVIEW OF TOPICS WE WILL COVER

- Ways to Effectively Communicate (Nonverbal & Verbal) - Communication is Key for Trust, Connection & a Healthy Company Culture
- Body Language
- Mindful Active Listening
- Using Emotional Intelligence & Empathy – How to Navigate your Emotions
- Ways to Support a Growth Mindset
- Stress Management Techniques & Strategies
- Micro Self-Care Breaks & Lifestyle



**SOMETHING I'M  
ABOUT TO  
TELL YOU MAY  
SURPRISE YOU!**

But first  
a quick story...



The background of the slide is a grayscale photograph of a classroom. On the left, two students, a girl and a boy, are sitting at a desk, looking at a book and smiling. In the background, a chalkboard has some writing on it, including 'Cost for depositors', 'Final cost: 175\$', and 'is our consumption'. On the right, another student is sitting at a desk, smiling. A blue rectangular overlay is positioned behind the title text.

# EMOTIONS ARE CONTAGIOUS

There's even  
a Scientific term  
for this,  
*"Emotional Contagion"*

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8322226/>

# BODY LANGUAGE

## ARE YOU AWARE OF YOUR NONVERBAL COMMUNICATION?

- Body language and nonverbal cues are key components for optimizing communication and developing trust.
- While you may not have control over other's quick snap judgments (first impressions) that happen in the blink of an eye, you can take steps to encourage a positive and welcoming environment by optimizing your verbal and nonverbal communication.
- Using body language in an empowering and mindful way can enhance trust and build connection in the workplace. Your body language can impact how the people around you feel and how they interpret what you are trying to communicate.



# NONVERBAL & VERBAL COMMUNICATION

Do this	Not this	Do this	Not this
Genuine Smile	Forced Smile or Frown	Use the Person's Name	Disregard the Person's Name
Natural Eye Contact	Intense Eye Contact or Complete Avoidance	Summarize What the Person Said	Rush to Get to Your Point
Relaxed Open Arms at Your Side	Crossed Arms	Utilize Your Tone to Convey Your Message Respectfully	Yell or Speak Very Softly
Open Palms	Closed Fists	Keep a Calm Pace	Speak Quickly
Upright Posture	Slouching	Articulate & Speak Clearly	Mumble
Angled Towards the Person	Turned Away	Ask Questions	Assume
Occasional Nodding While Listening	Looking at your Phone	Be Prepared	Go in Unprepared
Mindful Active Listening	Only Focused On What to Say Next	Practice Mindfulness	Be Distracted





# MINDFUL ACTIVE LISTENING

- Bring your attention & focus to the present moment
- Focus on the person communicating with you instead of focusing and preparing for what you should say next
- Have awareness of your thoughts and feelings free of judgement
- Pay attention to what the person is saying and their nonverbal cues
- Ask questions or make clarifying statements



# CREATE A WORKSPACE WHERE YOU CAN THRIVE

Make Your Work  
Meaningful –  
Link Your Work  
Activities to Your  
Core Values

Remember Your  
Why & Think  
About Your  
Mission

Declutter &  
Improve Your  
Productivity,  
Focus &  
Happiness

Challenge  
Yourself in a  
Healthy Way

Utilize Your  
Unique Talents

Build Connection  
with Your  
Colleagues



# EMOTIONAL INTELLIGENCE & EMPATHY



- Foster Self Awareness - Utilize mindfulness & bring your attention to the present moment. Have awareness of your present moment experience, your feelings & emotions free of judgement.
- Pause and recognize that strong emotions will pass. Allow emotions to settle before reacting.
- Have effective techniques and strategies to manage your stress & your emotions.
- Keep things in perspective recognizing that there are many ways to perceive a situation. Aim to try and see things from another's point of view.

# FOSTERING A GROWTH MINDSET

## Ways to Enhance Resiliency:

- Viewing Challenges as Opportunities for Growth
- Practicing Gratitude & Self-Compassion
- Gently Leaning Into Fear & the Unknown
- Dealing With Imposter Syndrome
- Reframing
- Focusing on What You Can Control
- Putting Your Energy Into the Solution & Not Getting Stuck in the Problem



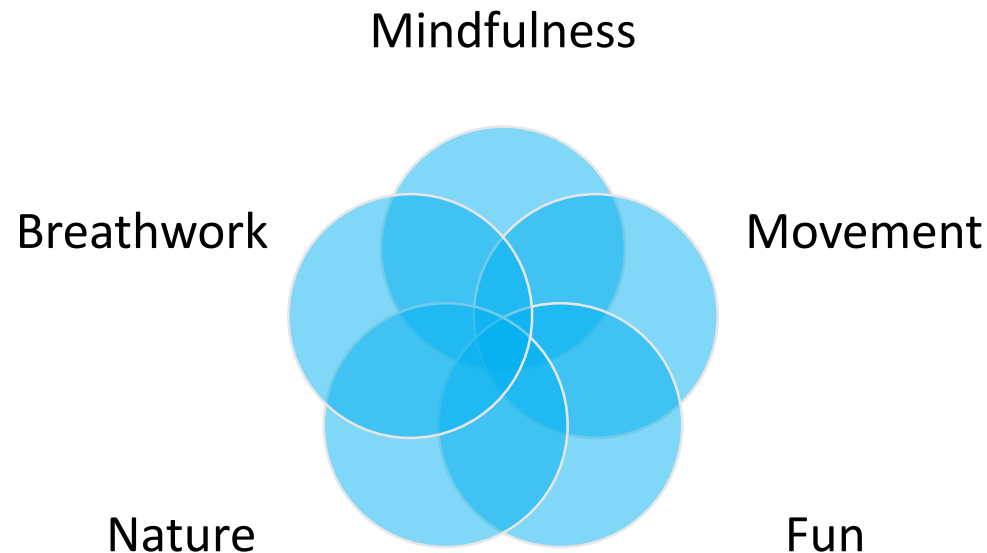
## Questions to Ask Yourself:

1. Is this true and useful to me in this moment?
2. How can I view this in a way that is empowering for me?



# MANAGE STRESS WITH MICRO SELF-CARE BREAKS

- Taking regular breaks supports mental wellness & optimal performance
- A Microsoft Study showed that taking 10 minute breaks to meditate in between half-hour zoom meetings resulted in brainwave changes associated with less stress buildup and increased engagement<sup>1</sup>



<sup>1</sup> <https://www.microsoft.com/en-us/worklab/work-trend-index/brain-research>

# WAYS TO ADD IN MORE SELF-CARE

- Establish a nourishing morning routine
- Take calls while you are on a walk
- Take movement breaks every 30-60 minutes
- Set break reminders on your phone or calendar
- Schedule a walk, coffee or lunch with a friend or colleague
- Keep your phone in a separate room during breaks and meals
- Have healthy snacks and drinks accessible
- Take regular eye breaks and time away from screens. Think about trying the 20-20-20 rule which involves looking at something 20 feet away for at least 20 seconds every 20 minutes<sup>3</sup>
- Get outside if you can, but if not, look out a window



# BREATHING PRACTICES TO DE-STRESS



Square Breathing  
In for 4 through the nose  
Hold for 4  
Out through the mouth  
for 4  
Hold for 4



Diaphragmatic  
Breathing  
Breathing with Your Belly

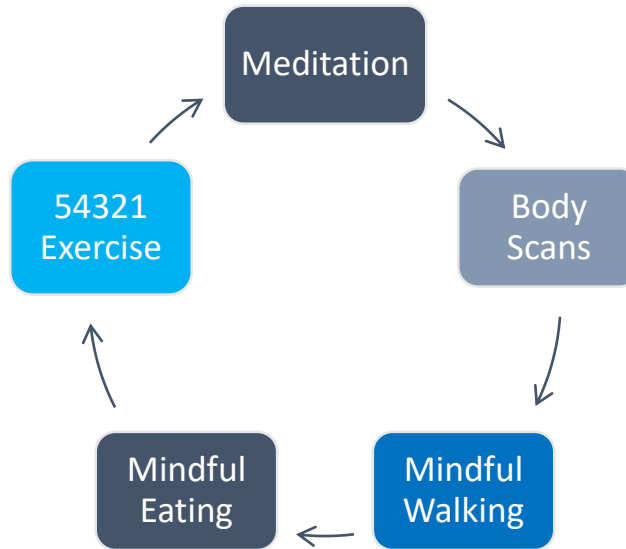


4-7-8 Breath  
In for 4 through the nose  
Hold for 7  
Out through the mouth  
for 8



# MINDFULNESS

- Focusing your attention and awareness on the present moment
- Study showed that an 8 week MBSR (mindfulness based stress reduction) program resulted in changes in the brain associated with learning, memory, and emotional regulation<sup>2</sup>
- Notice 5 things you see, 4 things you feel, 3 things you hear, 2 things you smell & 1 thing you taste



<sup>2</sup> <https://pubmed.ncbi.nlm.nih.gov/21071182/>

# LIFESTYLE

- Positive lifestyle changes have a profound impact on your mood, health & performance
- Eating meals at regular times and regular physical activity supports optimal sleep and overall well-being
- Increasing plant-based foods and reducing inflammatory foods can lead to more energy, an improved mood and a healthy body



The background is a grayscale aerial photograph of a dense city skyline, featuring numerous skyscrapers and buildings. Overlaid on this is a graphic consisting of a solid blue rectangle in the upper left and a white rectangle in the center. The white rectangle is framed by a thick black L-shaped border. The text is centered within the white rectangle.

**SO,  
THE KEY TO A  
HEALTHY &  
VIBRANT  
COMPANY  
CULTURE IS...**



A grayscale photograph of a diverse group of people standing in front of a stone wall. Several individuals have their right fists raised in a celebratory gesture. Overlaid on the image is a large white rectangular box with a thick black border. Inside this box, the word "YOU!" is written in a large, bold, dark blue sans-serif font. To the left of the white box, there is a vertical blue gradient bar. Below the white box, there is a horizontal blue gradient bar. The overall composition suggests a message of empowerment or achievement directed at the viewer.

**YOU!**

# SOME KEY TAKEAWAYS

- You are making a powerful impact! Make it a good one!
- Build self-awareness in a non-judgmental way
- Get curious
- Work on your nonverbal & verbal communication
- Practice mindful active listening
- Try out some stress management techniques
- Start taking regular self-care breaks & pay attention to how you feel
- Work on building a growth mindset & enhancing your emotional intelligence & empathy
- Incorporate healthy lifestyle choices
- Pick at least 1 thing you can do today to take a step in the right direction & let the momentum build!



# THANK YOU!

Any Questions?