

2018 Live Well Work Well Statement of Commitment

Worksite Well-Being efforts can have numerous benefits, including a healthier and safer workforce, increased morale, higher employee productivity, reduced absenteeism, and a reduction in medical costs. As part of its mission to inspire and advance policy, environmental, and lifestyle changes that promote well-being, Live Well Sioux Falls supports Sioux Falls employers in making well-being a priority.

Worksite Well-Being best practices, which are defined in this Live Well Work Well Commitment Form and further described on the Live Well Sioux Falls website, outline potential strategies for Sioux Falls businesses to implement. Worksite well-being is important to employees for their physical, community, career, financial, and social well-being.

Healthy Employees + Healthy Worksites = Healthy Communities

A commitment to Live Well Work Well means an organization's leadership and employees are committed to improving and growing in at least one area of well-being. Organizations will recommit each calendar year, so it is not expected that you commit to every concept.

In reviewing the Commitment Form, notice that each strategy has a "Currently Doing" and a "Plan to Do" check-box. Please indicate whether your organization is currently doing the practice that is listed or if your organization is committing to do the listed practice in the next year.

For more information, contact livewell@siouxfalls.org or call 605-367-8760.



Keeping Employees Safe, Happy, and Healthy.

Live Well Sioux Falls • livewell@siouxfalls.org • www.livewellsiouxfalls.org • 367-8760

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Our organization, _____, is committed to be an active member of Live Well Work Well Sioux Falls. We support the vision and goals of sustaining safe, happy, and healthy employees.

We accept the challenge to **further advance** our practices in worksite well-being. In 2018, we commit to the following and agree to reach out to Live Well Sioux Falls for guidance in accessing community resources.

Currently Doing	Plan to Do	
		1. Culture
<input type="radio"/>	<input type="radio"/>	Create an environment and culture where optimal health, safety, and productivity can flourish.
<input type="radio"/>	<input type="radio"/>	Embrace the value of human capital and see each employee as a whole person.
<input type="radio"/>	<input type="radio"/>	Integrate well-being into our business decisions and day-to-day operations (i.e. company mission/vision/values, employee engagement, training, safety, performance management, leadership development, environmental stewardship, and more).
<input type="radio"/>	<input type="radio"/>	Integrate occupational safety and health to prevent worker injury and to advance employee health and well-being.
<input type="radio"/>	<input type="radio"/>	Other: _____
		2. Capture Management Support
<input type="radio"/>	<input type="radio"/>	Communicate practices regarding well-being and safety.
<input type="radio"/>	<input type="radio"/>	Allocate resources for employees.
<input type="radio"/>	<input type="radio"/>	Designate responsible staff for employee and organizational well-being development.
<input type="radio"/>	<input type="radio"/>	Model healthy behavior.
<input type="radio"/>	<input type="radio"/>	Other: _____
		3. Create a Committee
<input type="radio"/>	<input type="radio"/>	Form and invest in a dedicated, employee-driven team for well-being and safety.
<input type="radio"/>	<input type="radio"/>	Other: _____
		4. Assess the Workplace
<input type="radio"/>	<input type="radio"/>	Routinely perform a workplace culture survey that includes well-being and safety.
<input type="radio"/>	<input type="radio"/>	Other: _____
		5. Develop a Plan
<input type="radio"/>	<input type="radio"/>	Develop a strategic plan that integrates organizational health, safety, and productivity. The plan should align with employee and organization needs and include outcome metrics.
<input type="radio"/>	<input type="radio"/>	Other: _____
		6. Program Evaluation
<input type="radio"/>	<input type="radio"/>	Evaluate health, safety, and productivity outcomes annually for effectiveness and improvement.
<input type="radio"/>	<input type="radio"/>	Measure employee engagement and satisfaction.
<input type="radio"/>	<input type="radio"/>	Other: _____



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Currently Doing | Plan to Do

7. Implement Work Well *(It is not expected that you commit to every concept)*

Live Well Breathe Well: Establish an environment that supports clean air.

- Implement a tobacco-free workplace/campus policy or strategy.
- Promote the South Dakota QuitLine.
- Incorporate the use of safe practices.

Live Well Eat Well: Establish an environment that supports nutritional well-being.

- Implement a nutrition policy or strategy.
- Establish healthy vending and/or cafeteria options.
- Provide access to a full-functioning break room (e.g. sink, refrigerator, microwave)
- Develop a corporate garden.
- Bring a Farmer's Market to work.
- Provide a lactation room.

Live Well Feel Well: Establish an environment that supports physical and mental health.

- Provide annual employee health screenings.
- Provide education on what it means to have a safe environment (at home, at work, etc.).
- Provide access to Employee Assistance Program (EAP) services.
- Offer wellness coaching.
- Host a Big Squeeze (blood pressure) event annually.
- Train employees on CPR and/or install AEDs.
- Join the Face It TOGETHER Sioux Falls Employer Initiative (addiction services).
- Provide individual and organizational strategies to effectively manage stress.
- Provide opportunities for employees to build internal and external relationships, both on and off work time.

Live Well Move Well: Establish an environment that supports physical activity and energy.

- Implement a physical activity policy.
- Provide resources and opportunities for physical activity (e.g. walking routes, sit-to-stand workstations, physical activity breaks, preshift exercises, promote stairwell use, on-site fitness room).
- Support use of transit to promote active transportation (e.g. walk/bike to transit stops).
- Increase/improve bicycle parking.
- Provide on-site changing/locker facilities.
- Offer financial support for fitness memberships.

Live Well Sioux Falls: Establish an environment that makes the healthy choice, the easy choice.

- Promote waste reduction through smart purchasing.
- Utilize green cleaning practices.
- Implement the City's Green Pledge program (sustainable living).
- Provide employees the opportunity to sharpen their skills in personal finances.
- Provide opportunities for employees to be involved in the community, both on and off work time.

Other Work Well Practices: _____

Organization Name: _____ Contact Name: _____

Contact Email: _____ Contact Phone: _____

Organization Executive Name (Please Print)

Title

Organization Executive Signature

Date