

Supporting Employees with Wellness Resolutions



Learning Objectives

1. Craft meaningful goals
2. Support employees with goal crafting and goal attainment
3. Philosophy of employee support



Goal Setting - Internal Motivation

- Internal vs External
- “Stickier”
- Contain Emotion



Goal Setting - Behavior vs Outcome

- I will vs I want
- Outcome goals motivate
- Behavior goals get it done



Goal Setting – Utilize Strengths

- What is the easiest way to get this done?
- Success fosters success



Goal Setting – Root Cause

- Root Cause vs BandAid
- Keystone/Trickle Down Effect



Goal Setting Future Orientation

- Superman Planning Fallacy
- Choose daily behaviors



Goal Setting – Losses vs Gains

- But I could die tomorrow!
- Build goals on gains



Employee Support - Strengths

- Utilize Strengths Assessment
- StrengthsFinder 2.0



Employee Support – Goal Crafting

- Goal Crafting Workshop
- Phase One: Brainstorm
- Phase Two: A week later, craft goals



Employee Support - Accountability

- Make failure count
- Learn, Forgive, Restart
- Modify goals as needed



Employee Support - Discounting

- Long Term vs Short Term
- Hyperbolic Discounting
- Wellbeing vs Comfort



Employee Support – Totality

- Totality of choices
- Make them knowable



Philosophical Discussion

- Wellness at work vs home
- Money, health, spiritual, community
- Modify the home environment?



Review

- Make Sticky Goals
- Support your employees
- Enhance the home life



Questions and Discussion

“People are not lazy, they simply have impotent goals...that is...goals that do not inspire them.” — Anthony Robbins



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