

# **Be the Best You! : The Busy Bees**

## **Kentucky Population Health Leadership Institute Scholars:**

### **Amber Mathers**

*Clinic Support Supervisor I; Franklin County Health Department*

### **Jenny Bardroff; BS, RS**

*Health Environmentalist III/Preparedness Planner; Franklin County Health Department*

### **Mentor:**

### **Tammie Bertram; MSN, RN**

*Director of Nursing; Franklin County Health Department*

## **EXECUTIVE SUMMARY:**

In order to create a healthy community, it is important for Franklin County Health Department employees to be healthy. By their very title of “Health Department Employees” they set the example for the community. When tools are given to employees to help live healthy lifestyles, they can empower themselves and in turn empower the community to be healthy. We cannot ask our community to be healthy if we ourselves are not making healthy goals. Inspired by a video shown at the first summit, we felt compelled to revisit and revive a wellness program at our health department. We wanted to create and implement a wellness program that could be duplicated by others in their workplaces and have it empower people to make healthy goals they could stick to.

## **INTRODUCTION/BACKGROUND:**

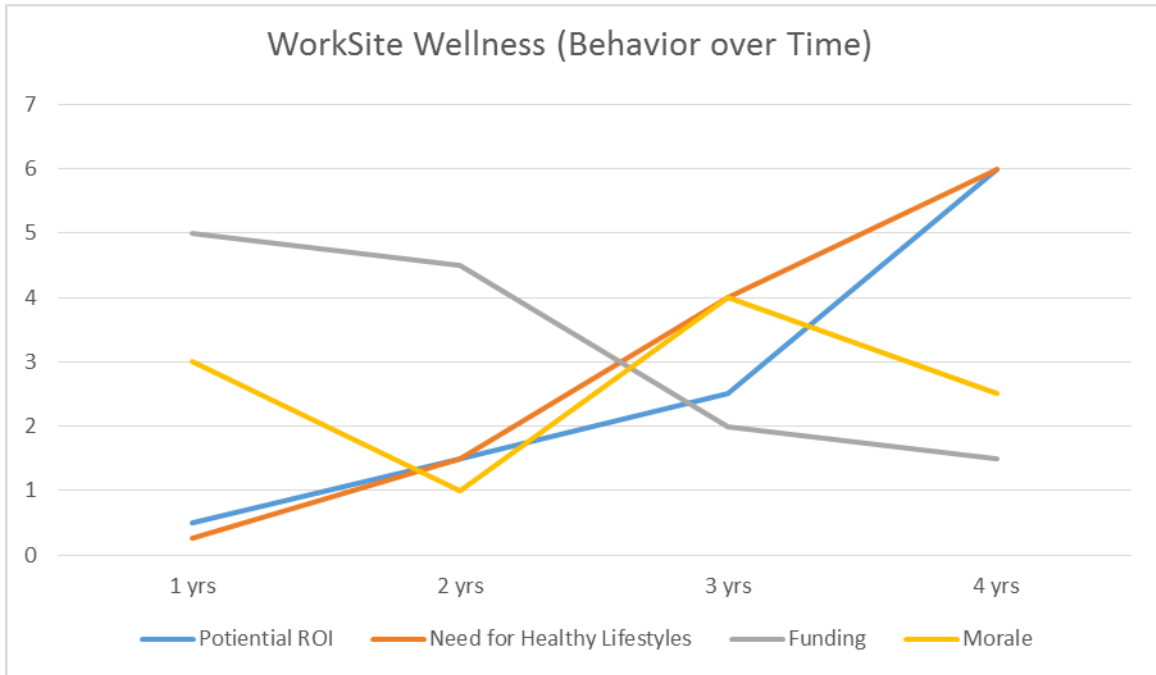
Health departments are perceived to be innovators of healthy lifestyles and being healthy is important to many health department “brands” so why is it that employees can “talk the talk” but we don’t always “walk the walk” of healthy living? Many things can contribute to unhealthy behaviors. Budget cuts have made health departments decrease staff and in turn, add additional duties onto remaining employees. Sometimes those additional duties increase stress which tend to increase blood pressure. In addition obesity and sleep issues may contribute to unhealthy working environments and cause stress. But, health departments need to be able to set the example for our communities to be healthy.

Franklin County Health Department has had many wellness programs throughout the years such as walking challenges and “Lunch-n-Learns”. These would start out with gusto and much talk of who’s going to make it to the end for the big incentive but after time, the enthusiasm would fizzle out and people would slowly return to their old habits. This seemed to be the issue everywhere. Because wellness programs are “clichéd”, it was important to us that we develop a program that is fun and new in order to keep people excited to make and attain their health goals.

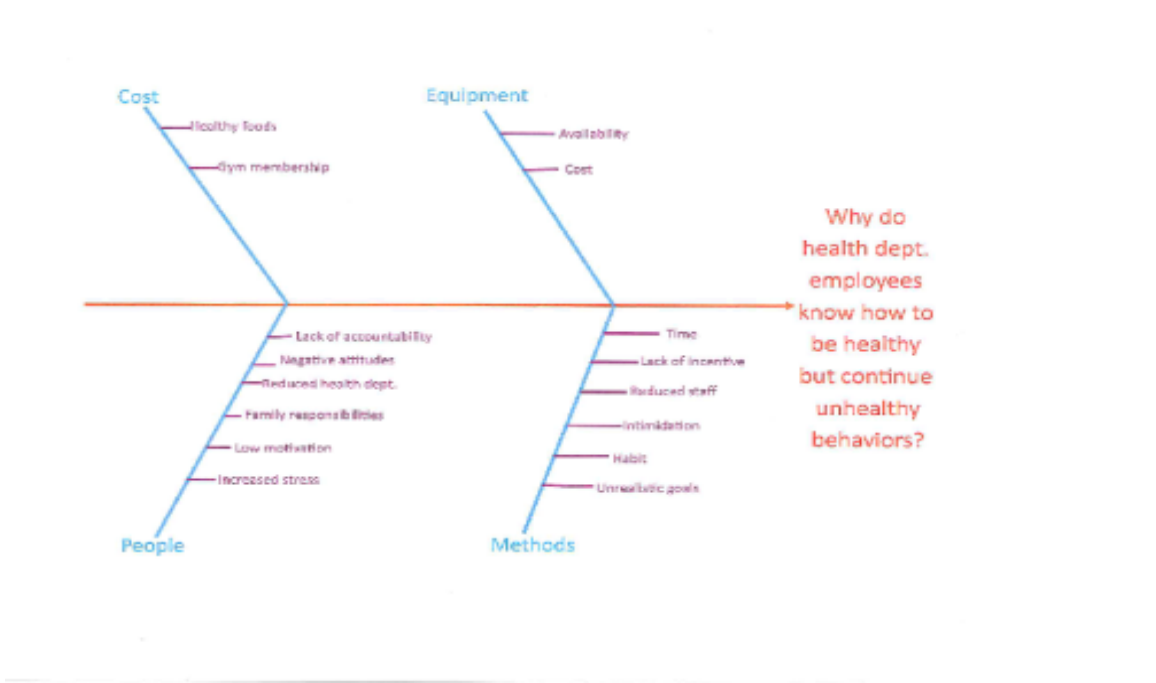
### ***Problem Statement:***

Why do health department employees know how to be healthy but continue unhealthy behaviors?

**Behavior Over Time Graph:**



**Fishbone Diagram:**



**Big Picture Document:**

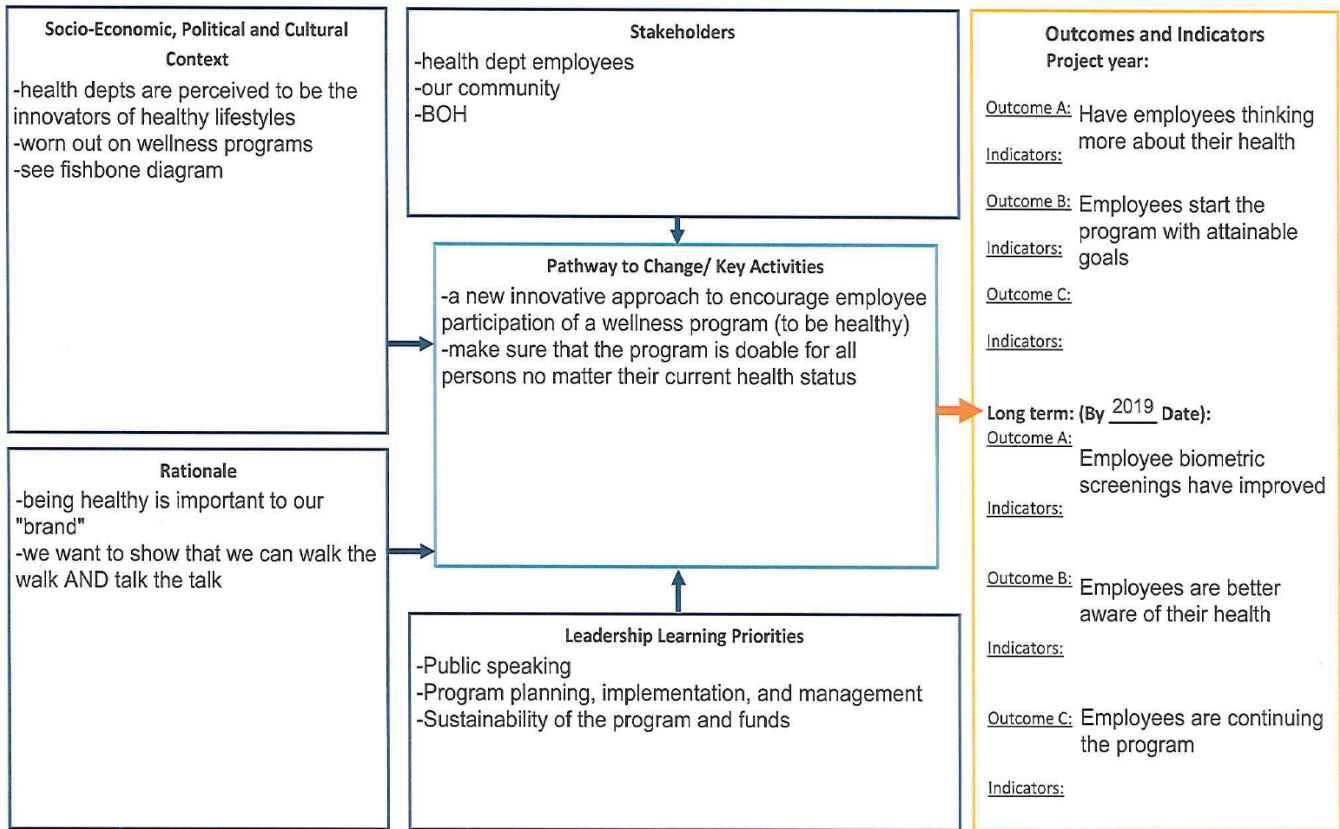


**The BIG PICTURE<sup>©</sup>**

Team Name: **Busy Bees**

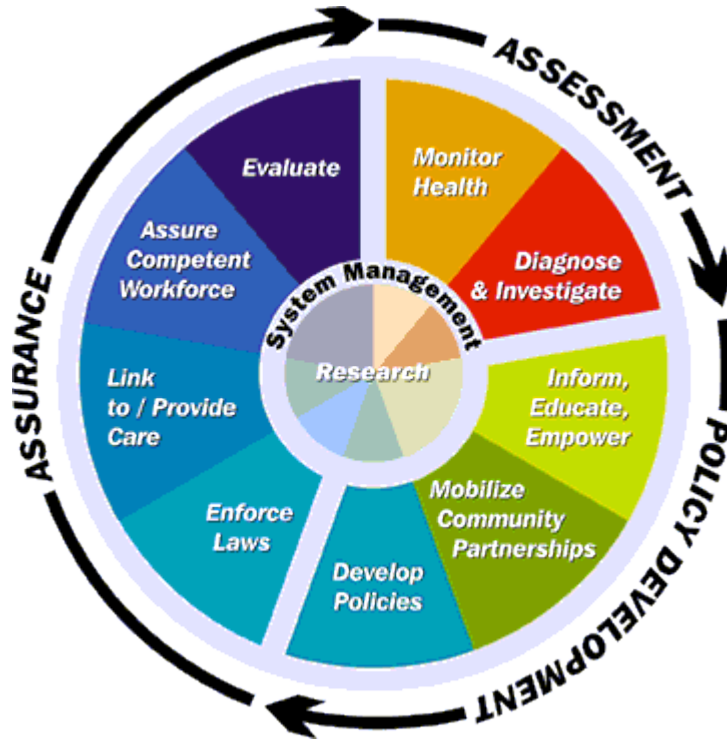
Location: **FCHD**

**Project Impact Statement:** Why do health dept. employees know how to be healthy but continue unhealthy behaviors?



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**10 Essential Public Health Services/National Goals Supported:**



**Figure 1: 10 EPHS**

We believe that a wellness program supports several of the 10 Essential Public Health Services.

#3 Inform, educate, and empower people about health issues: By having a wellness program for our workforce, we can educate them on different health topics. We know that knowledge is power so this will help employees feel that they have what they need to succeed in their long-term health goals.

#8 Assure a competent public health workforce: In order for our employees to be able to perform their jobs, they need to be healthy. A successful wellness program will keep people engaged and excited to be healthy and ready to come to work and be productive.

#10 Research for new insights and innovative solution to health problems: In order to get employees engaged, it’s important that they understand why it’s important to stay engaged. Continuous research for new ideas and new data on health issues will help to keep people motivated and interested in a wellness program.

**PROJECT OBJECTIVES/DESCRIPTION/DELIVERABLES:**

*Objectives:*

- To plan and implement a long term wellness program for our health department.

- To have a wellness program that can be duplicated for other organizations to use.
- To create a wellness program that would be fun, new, and do-able for all persons of all fitness levels.
- To show our employees that we care about them and their health and wellbeing.
- To empower our employees to become healthier and be the best they can be!

*Description:*

Wellness programs have been done and re-done not only within Franklin County Health Department (FCHD) but within all sorts of organizations. The Busy Bees wanted to find a way to empower our FCHD “family” by challenging them and helping them see that even little changes can, over time, make big impacts.

*Deliverables:*

Implement a wellness program called “*Be the Best You*” for Franklin County Health Department employees that is new and empowering.

**METHODOLOGY:**

We knew that when we began it would be a rough road but we wanted to start something that our employees would talk about. The first item was to rename the program. We didn’t want to just call it a “worksites wellness program”, that wouldn’t catch their attention. So we decided on “*Be the Best You*”. We wanted a way for everyone, in every fitness level to feel like they could become better versions of themselves.

One easy way to improve health is by staying hydrated. The benefits of proper hydration can be found everywhere on the web. Centers for Disease Control tells us that it’s good for weight management and mindbodygreen.com states that it helps with fatigue and improves skin complexion. So we began to look at what the health department offered to its employees by way of drinking water. The FCHD many years ago did away with soda machines to coincide with a new health policy but we do have some soda and water for purchase on the “honor system”. Of course there are water fountains in each building, but some of these machines are not cooled and therefore don’t get used on a regular basis. We looked into the price of water/ice machines and water towers for each of the buildings.

Most wellness programs have incentives and according to a study done by the Healthcare Trends Institute, 85% of employers reported that incentives were effective in increasing employee participation in wellness programs. Therefore, we were interested in having incentives that would help the employee reach their health goals. These incentives could include yoga mats, exercise balls, hand weights, and a few larger incentives like a

standing desk. After some research, we presented to our Board of Health to ask for support for our program.

It is important that we prove that even small goals and motivation can make us be the best that we can be. Using the results from our 2015 Employee Health Risk Assessment as baseline data, we want to assess if we are improving the lives of our employees by conducting “*Be the Best You*” for the next two years. The survey asked many questions including: How would you rate your overall health? How many hours of sleep do you get a night? And do you use sunscreen? The survey also asked about risk factors and how you feel about your job. Along with this assessment, we also had the biometric screenings from employees that had them completed at the health department. We were convinced that if we can show improvement, we can gain support.

## **CONCLUSIONS:**

As KPHLI is drawing to a close, our plan to implement “*Be the Best You*” is still underway! We have the backing of our Board of Health and plan to attend a conference on wellness programs and hopefully be able to integrate some of those things into our own program. We are also planning to kick off our program by May 25<sup>th</sup> with 2 competitions. The first being a 30/30 Challenge to do 30 minutes of physical activity a day for 30 days and the second is a 60/60 challenge to get 60 ounces of water a day for 60 days. The kick off will also “unveil” new water towers for the buildings to help achieve the water challenge. We will also plan to have after work workouts, recipe swaps, and employee only smoking cessation programs. At the end of the two year cycle, we will have an exit survey for all those that participated. With the baseline data that we already have, this will help us to prove that “*Be the Best You*” was indeed a positive program for FCHD.

## **LEADERSHIP DEVELOPMENT OPPORTUNITIES:**

### ***Amber Mathers***

This past year with KPHLI has been so rewarding! I have discovered many things about myself, some good and some not so good. Completing the Emergenetics Profile was interesting but the tool that has helped me the most was the 360 Profile. It was an eye opening experience. Being made aware of how I am perceived has helped me to understand how I approach situations and how sometimes I may need to change my approach. Being a new supervisor, I am still learning how to approach certain situations and now I feel I have been given the tools to approach situations in an effective and professional manner. This has also given me more confidence to speak up in situations or

even to get up and participate in a presentation. I am so appreciative of this experience and would recommend it to anyone!

***Jenny Bardroff***

This past year in KPHLI has been a rewarding experience for me. At first I was uncertain as to how it was going to go. Not really seeing myself as a leader made the uncertainty that much more worrisome. But through it all I have learned a lot about myself. Not only how to work on my weaknesses and see them as room for growth but also use my strengths to be a better version of myself and to contribute to my workplace in the best way possible. I really liked doing the Emergenetics Profile and the 360-Degree Feedback tool to see not only how I think but how others view me. It's important to understand that these are just tools and that in the end, the ability to be a productive and effective leader lies within me! I have already begun to utilize the things I've learned to contribute more within the committees I am a part of at work and within my personal life. Much thanks to KPHLI, Cynthia and all those that participated this year! It has been a real pleasure to learn and grow with you all!



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