

INFORMATION SYSTEMS TEAM: WORKPLACE WELLNESS INITIATIVE

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DESCRIPTION

Workplace wellness encompasses staff's sense of wellbeing, which is influenced by regular physical activity and mental health breaks. Staff wellbeing contributes to workplace safety and promotes exemplary work. The Information Systems (IS) team at Humber River Health (HRH) typically engages in more sedentary and digital-focused tasks. To encourage staff to take physical and mental wellbeing breaks, a monthly wellness initiative was implemented in September 2023. Participants selected self-directed daily goals (walking or meditating) and tracked their accomplishments on a team poster. Surveys were circulated for feedback and to inform planning of subsequent activities.

OBJECTIVE

Improve workplace wellbeing within the IS department through a monthly wellness activity.

ACTIONS TAKEN

- Pre-activity survey circulated to team for optional and anonymous completion.
- Team communication of project goals and objectives shared.
- Activity instructions and tracking chart posted in an accessible team area.
- Participants encouraged to complete a challenge each day and select their own stickers to mark completion (Figure 1).
- At the end of the month, a team celebration was held where participants received prizes.
- Post-activity survey circulated to participants for optional and anonymous completion.
- Results and feedback reviewed.

SUMMARY OF RESULTS

Survey results showed largely positive responses indicating this initiative was beneficial to workplace wellbeing:

- 87.5% of participants reported physical activity impacts their overall wellness, and wanted to increase daily physical activity.
- 90% of post-activity respondents reported this initiative increased their daily physical activity and sense of workplace wellbeing.
- 90% of post-activity respondents reported they would continue with this initiative and recommend it to other teams.
- Comments noted this activity increased motivation and promoted team building.

LESSONS LEARNED

A routine team wellness activity can motivate and positively influence staff wellbeing.



Figure 1. Completed Team Wellness Activity Poster for September 2023.

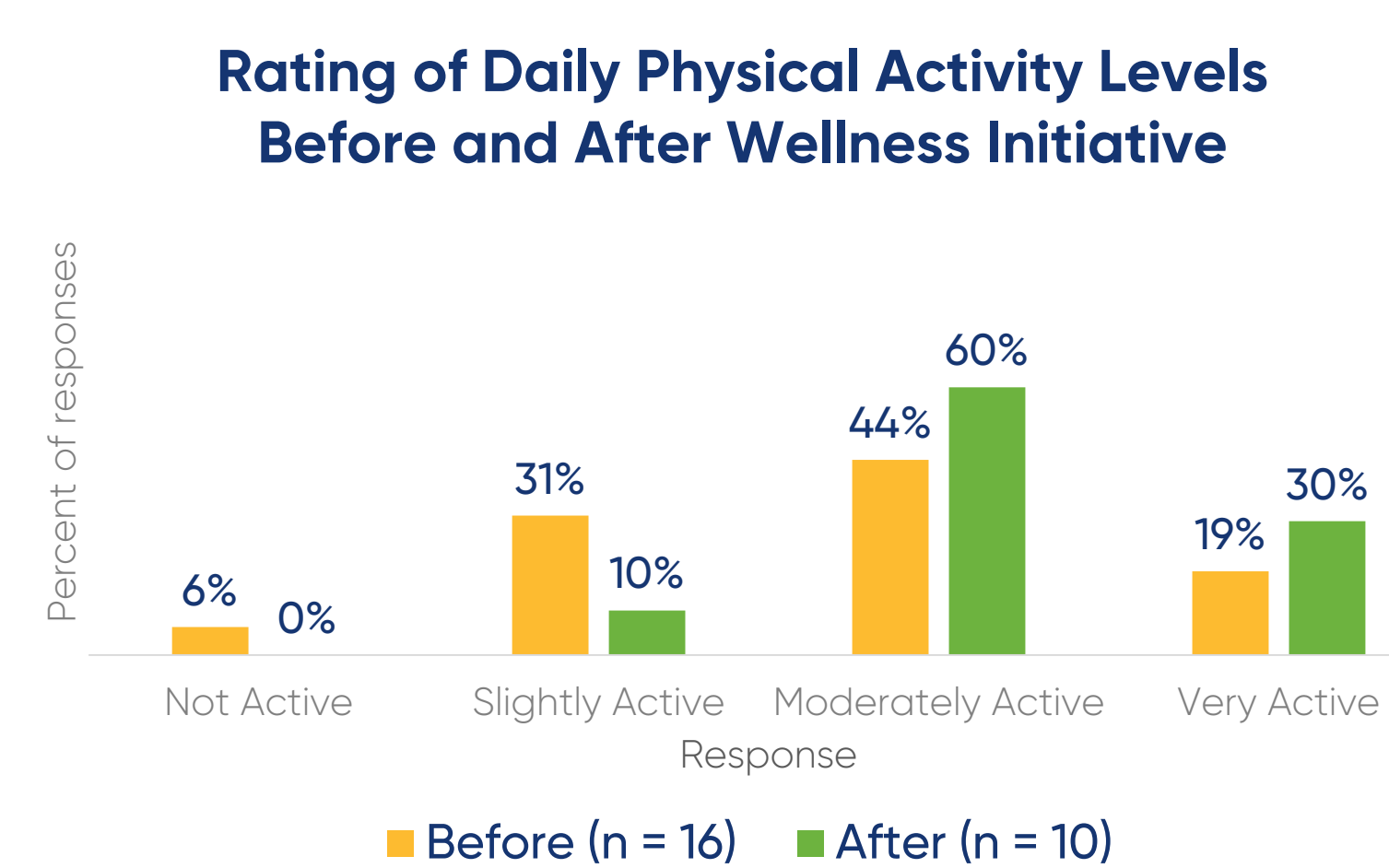


Figure 2. Percent (%) rating of daily physical activity levels before and after wellness initiative.

| | Not At All | Neutral | Very Much |
|---|------------|---------|-----------|
| Do you feel that physical activity has impact on your overall wellness? | 6.25% | 6.25% | 87.5% |
| Would you like to improve your level of physical activity on a daily basis? | - | 12.5% | 87.5% |

Table 1. Pre-activity responses: percent (%) rating of physical wellness importance and interest in increasing daily physical activity.

| | Not At All | Neutral | Very Much |
|---|------------|---------|-----------|
| Did participating in this activity increase your level of physical activity on a daily basis? | 10% | 50% | 40% |
| Did participating in this activity improve your sense of wellbeing in the workplace? | 10% | 50% | 40% |

Table 2. Post-activity responses: percent (%) rating of activity improving physical wellness and workplace wellbeing.

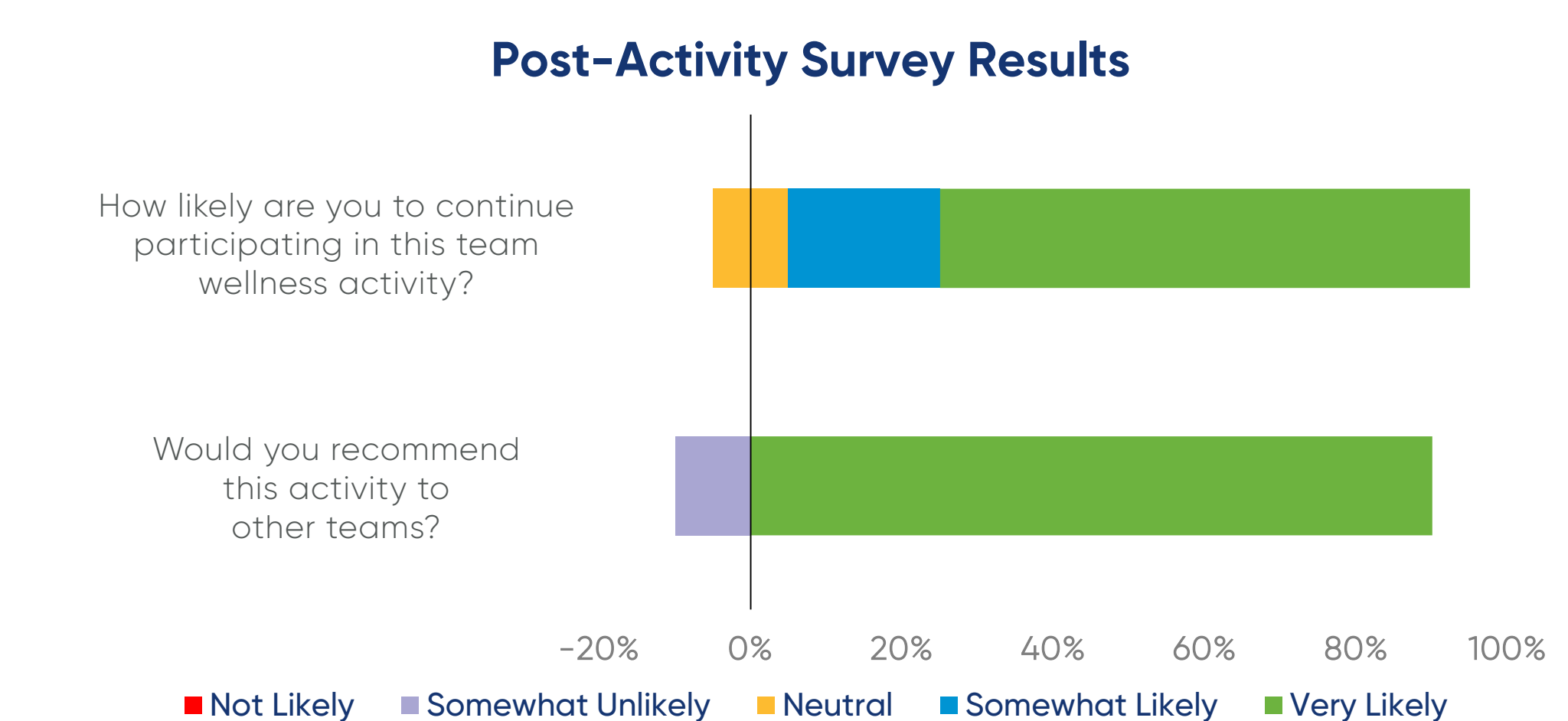


Figure 3. Post-activity responses to likelihood of continuing with this initiative and recommendation to others.