

Let's Get to What Matters by Addressing the Heart and Soul of Employee Wellbeing



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Taylor Welsh



- VP of Wellness Solutions at Terryberry and former CEO of Walker Tracker
- 20+ years advancing well-being for individuals, teams, and organizations
- Personal passions: global travel, yoga, backpacking, supporting entrepreneurs

Jessica Grossmeier, PhD, MPH



- A worksite well-being thought leader for 25+ years
- Research demonstrates health and financial outcomes for workplace well-being programs and identifies best practices
- Personal passions: yoga, reading, global travel, hiking, spiritual well-being

My wake-up call

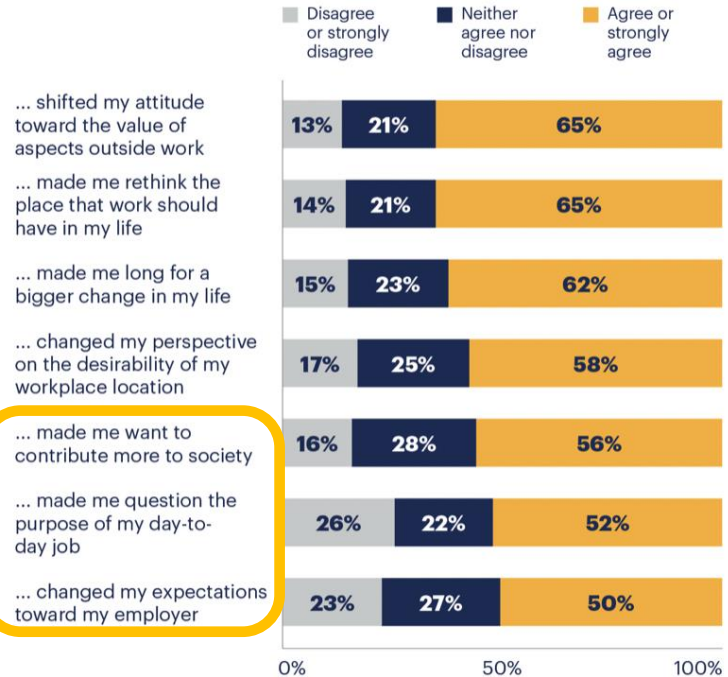


The Great Reflection

Pandemic has influenced how employees think about their work

What Employees Say About How the Pandemic Has Changed Their Feelings About Work and Life

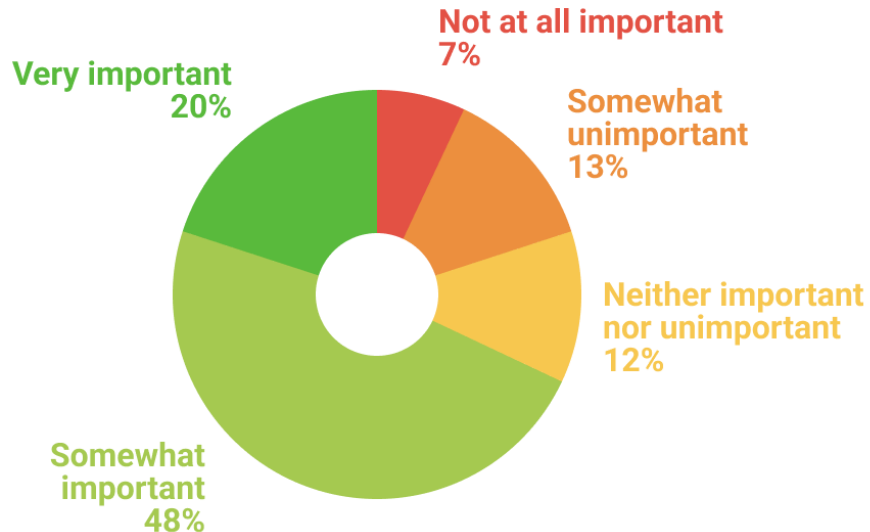
The pandemic has ...



gartner.com

What employees want

**How important is it to you that
you have social connection
during the workday?**

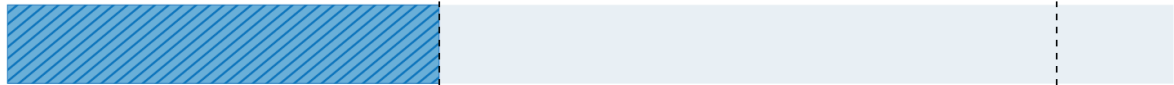


What employees want

Expect to feel joy: **90%**



Actually feel joy: **37%**



“Joy gap”: **53%**



Source: Analysis of a 2018 A.T. Kearney survey by Siegel+Gale



3 elements of workplace spirituality

1. Purpose and meaning
2. Connection and belonging
3. Connection to something bigger than yourself (transcendence)

Comprised to form our identity, sense of worth, how we view ourselves/others in the world

Religion vs Spirituality



Nathan Dumlao on Unsplash

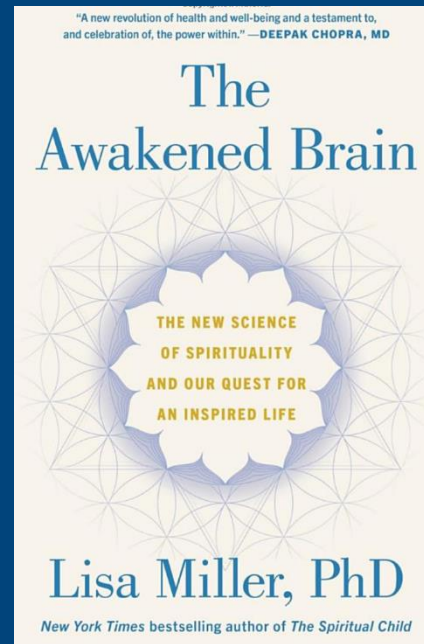


Jonas Gerlach on Unsplash

“86% of people
consider themselves
to be spiritual to
some extent”

The Fetzer Institute
2020 survey of 3,609 US adults

“All humans are equipped with a capacity for spirituality and our brains become more resilient and robust as a result of it.”



Holistic well-being models



Figure 1: Seven Pillars of Holistic Employee Well-being



Harrington model of well-being

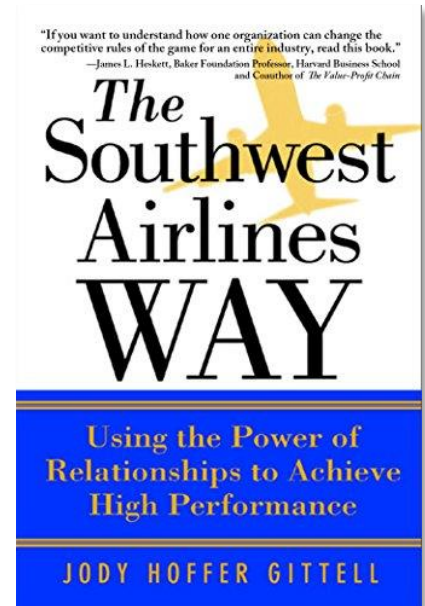
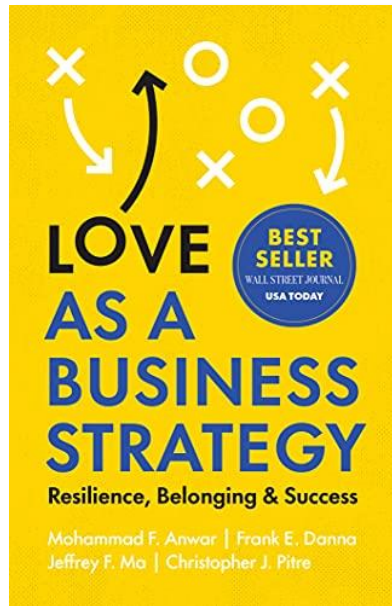
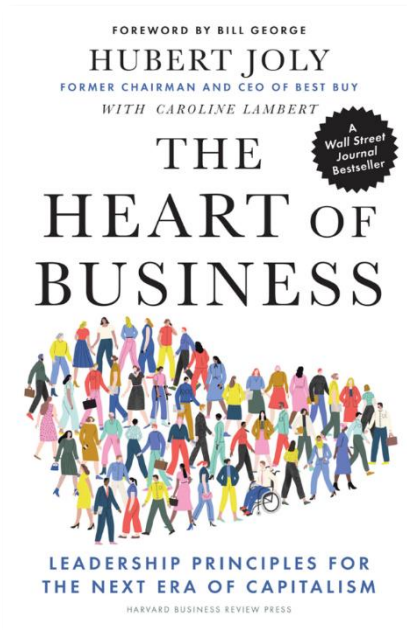
- **Learning** – lifelong learning, innovation, creativity, personal growth, financial literacy, academic success, leadership development, strengths, failing forward
- **Doing** – active living, healthy eating, adequate rest, hydration, injury prevention, tobacco & substance free
- **Connecting** – engagement, relationships, positive and supportive peer pressure, violence free, alcohol smart, leisure and arts, sexual health, crucial conversations, inclusion
- **Caring** – resilience, compassion, confidence, stress management, mental health, emotional intelligence, inclusion
- **Being** – hope, purpose, values, mindfulness, gratitude, service, flourishing, joy, happiness, beliefs, meaning



Key points to consider

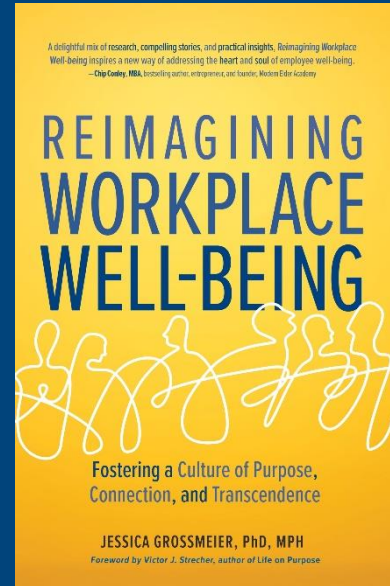
1. Most people consider themselves to be spiritual
2. Spirituality is linked to more resilience, well-being, and mental health
3. Employers are seeking new approaches to workplace well-being
4. 3 elements of spirituality align with what people say they want in next workplace

Inspiring employer examples



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