Why Employee and Organizational Wellbeing is So Elusive...

And What We Can
Actually Do About it

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Health What is it Anyway?



"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."

Infirmity:

A bodily ailment or weakness,
 especially one brought on by old age.

2. A failing or defect in a person's character.







"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."



"Health is a state of complete physical, mental and social well-being and not merely

the absence of disease or infirmity."

















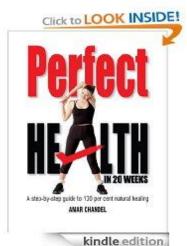


PERFECT HEALTH

Acai Berry Optimum is that perfect calorie and fat burner you need to effectively lose weight and keep it away. Because Acai Berry Optimum speeds up the weight loss process, you can be guaranteed of fast and effective weight loss.







The essentials to reach 12 weeks your goal have been organized in a 12 weeks

The ultimate personal growth plan. Giving you the framework to succeed.

organized in a 12-week

program for YOU.



30 days

6 weeks



a Lifetime of Optimal Health INCLUDES BELICIOUS HEART-MEALTHY RECIPES

Michael Ozner, MD

in the Weston world, and Dr. Classe above us may be stop just how to

Heart

Attack

Proof

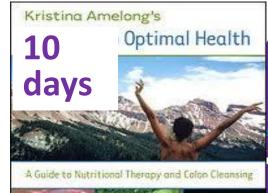
A Six-Week Cardiac Makeover for

NEW EDITION, EXPANDED AND UPDATED

8 weeks



REALTRY SCINE



10-day Milestones in a 35-day Program

- If you can start the day without caffeine,
- If you can be cheerful, ignoring aches & pains,
- If you can resist complaining and boring people with your troubles,
- If you can eat the same food everyday and be grateful for it,
- If you can understand when loved ones are too busy to give you time,

If you can overlook when people take things out on you when, through no fault of yours something goes wrong,

If you can take criticism and blame without resentment,
If you can face the world without lies and deceit,
If you can conquer tension without medical help,
If you can relax without liquor,
If you can sleep without the aid of drugs,

Then You are Probably The Family Dog



"Complete well-being is a fantasy...
health is something that happens
not so much in the absence of
illness as in its presence."



Redefining Health

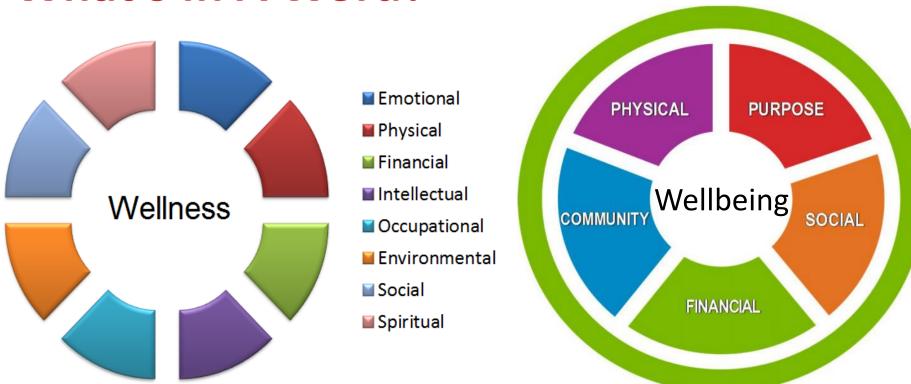
"Health is not freedom from the inevitability of death, disease, unhappiness and stress but rather the ability to cope with them in a competent way."



Health Wellness & Wellbeing

What's In A Word?

What's In A Word?



What's In A Word?

Proto-Indo-European

(2500 - 4500 BC) (*kailo*) "whole, uninjured, of good omen"

Middle English

(1150 – 1500 AD) (health) physical health and "prosperity, happiness, welfare; preservation, safety."

Health



Health Where Can You Get It?



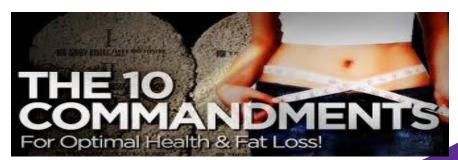


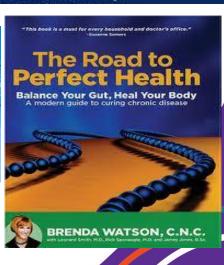
Optimal Health 218-745-6655

Providing Chiropractic and Alternative care for all ages



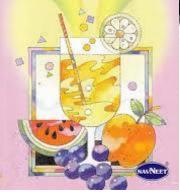






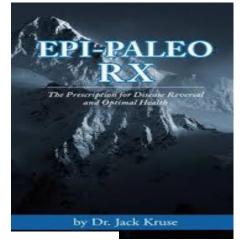
JUICE-DIET FOR PERFECT HEALTH

Dr. D. R. Gala . Or. Ohiran Gala . Dr. Saniav Gala















SCHUS MAYESMA: Includes a printable PDF with over 15 figures and tables



Regain Health Lose Weight Eating the

Way You Were Meant to Eat

Paul Jaminet, Ph.D. Shou-Ching Jaminet, Ph.D.

Foreword by Mark Sisson. author of The Primal Blueprint

READ BY JOHN PRUDEN

Optimal Health Biscuits



Dr.Bob's

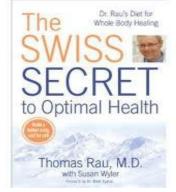
GUIDE TO

OPTIMAL E



A God-Inspeed, Sinkcolly-Based 12 Month Devotonal to Natural Realth Restauration.

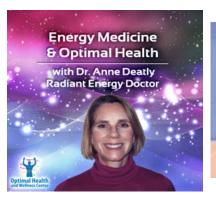
Dr. Robert DeMaria

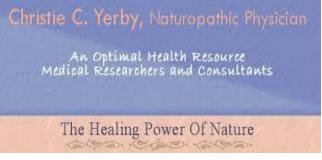


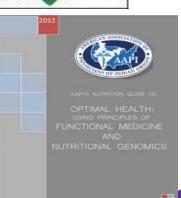


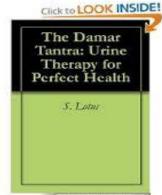












kindle edition

SUCCESS ™ THE CLEAN BEDROOM

A Path to Optimal Health



D.

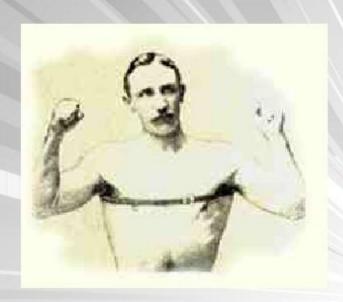
Natalie Golos William J. Rea, M.D.

Foreword by Doris Rapp, M.D. author of the Best Seller "Is This Your Child"

Health How Is It Promoted?

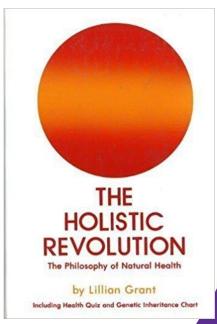
Healthism

- Healthism is a set of assumptions based on the belief that health is solely an individual responsibility. It includes the concept of the body as a machine that is influenced only by physical factors.
- (Health and Physical Education. The curriculum in action. Making meaning: Making a difference. (2004)

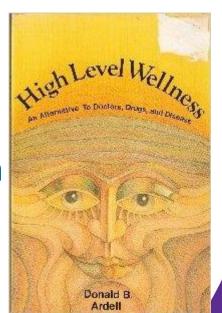


"The gift of health, then, is the gift of happiness, of completeness, of love, and of being. To abuse it or to fail to seek it out with all our power is a denial of the value of self.

Anyone who disregards the magnificence of life deserves only pity."



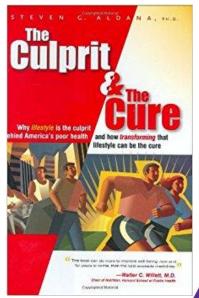
"The only tyrant you face is your own inertia and absence of will - your belief that you are too busy to take your own well being into your own hands and that the pursuit of selfhealth through a wellness-promotive lifestyle is too hard, complicated or inconvenient."



Most Common Health Problem in the U.S.?

"I-Don't-Care-It is"

"A common condition in which an individual has no interest in adopting a healthy lifestyle."



Steve Aldana, 2004

"Our role as wellness professionals is to try to get people to do something they do not want to do. After all, it is fun to get fat. It is fun to be lazy. Not everyone likes the taste of fresh fruits and vegetables, they would prefer chocolate, soda, and Cheetos."



"Fear Mongering" Blame and Shame

"The deliberate use of **fear based tactics** including exaggeration and usually repetition to influence the public in order to achieve a desired outcome."



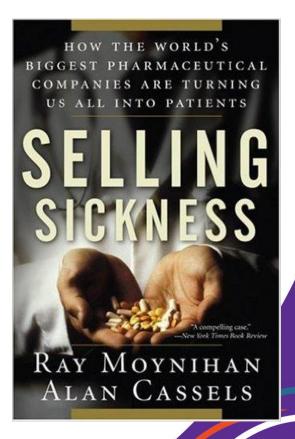
"Fear Mongering" - NHLBI - USA

Public Service Announcement:

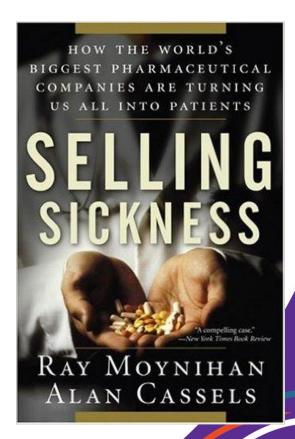
Working Together to Lower High Blood Pressure

It'll be a warm sunny afternoon at the stadium; the skies are just screaming blue. The beer man is flying up and down the stairs, the crowd is wild 'cause everybody's favorite guy is up to bat, up to knocking his umpteenth career homer. The pitch comes, you hear a big loud smack as the ball sails away over that silly embarrassed pitcher, way over left field, high into the sky section, and look, it's headed right to your seat. You heard me, your seat. But you know what, you quit treating your blood pressure so you had a stroke and you're dead. And somebody else is in your seat screaming and jumping and waving their glove and guess what, that bozo got your ball. Don't lose a minute of life. Exercise, eat right, cut the salt, treat your high blood pressure. For more information, call . . .

"The selling of sickness that widens the boundaries of illness and grows the markets for those who sell and deliver treatments."



- Mild problems cast as serious
- Causes are found in people's biology
- Can be "fixed" with bio-medical interventions
- Corporate sponsorship of disease
- Less and less diversity is tolerated



- Shyness = social anxiety disorder
- Pre-menstrual stress redefined as pre-menstrual dysphoric disorder
- Everyday sexual difficulties = female sexual dysfunction
- Menopause = hormonal disease



"We salute our heroes. Our mothers, grandmothers, sisters and daughters. Every women who has ever overcome heart disease, cancer, osteoporosis, menopause and depression.

Survivors ...remind us to take care of ourselves and make lifestyle choices that can protect us from disease."



Health

Why Doesn't Everyone Have It?

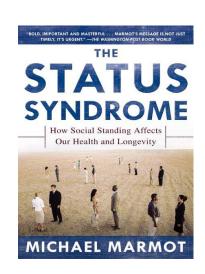
Shocking News! CDC and WHO

7 out of 10 deaths each year in the U.S.!





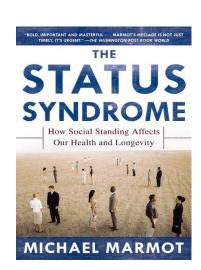
The Real Causes of Poor Health



"For people above a certain threshold of material well-being, another kind of well-being is central.

Autonomy - how much control you have over your life — and the opportunities you have for full social engagement and participation are crucial for health, well-being and longevity."

The Real Causes of Poor Health



57 yrs. at the start and **77 yrs.** at the end.

If you travel the 12 miles from downtown Washington DC to the suburbs of Maryland, life expectancy increases about 20 years.

Determinants of Population Health Genes & Biology Health Social, Societal Characteristics Medical Care Total Ecology

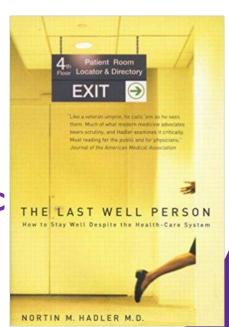
Tarlov, A.R., Public Policy Frameworks for Improving Population Health.

Annals of the New York Academy of Sciences, 1999. 896(SOCIOECONOMIC STATUS AND HEALTH IN INDUSTRIAL NATIONS: SOCIAL, PSYCHOLOGICAL, AND BIOLOGICAL PATHWAYS): p. 281-293.



The Real Causes of Poor Health

"At least 75% of the hazard to longevity can be captured with measures of socioeconomic status and job satisfaction. Socioeconomic status overwhelms and subsumes all the measured biological risk factors for all-cause mortality as well as most other mortal and illness end-points."



The Real Causes of Poor Health The Social Determinants of Health (SDOH)

"Conditions in the places where people live, learn, work, and play that affect a wide range of health risks and outcomes."



The Real Causes of Poor Health

You Are Where You Live!





The Real Causes of Poor Health

"Dr. Jon - Are you for real, or are you teasing when you write, "You are where you live" being more appropriate and accurate than "You are what you eat?" Is one to then believe that the nutrition of someone who lives in rich quarters, like a 5 star hotel, (or the White House) is healthier than someone who is impoverished and lives in a slum?"





Solutions: The Wealth & Health Connection

Wealth Inequality in The U.S.

THE WEALTHIEST 20 PEOPLE IN THE U.S.

THE NUMBER THAT COULD FIT INTO ONE GULFSTREAM G650 LUXURY JET

NOW OWN MORE WEALTH

HALF OF THE ENTIRE POPULATION

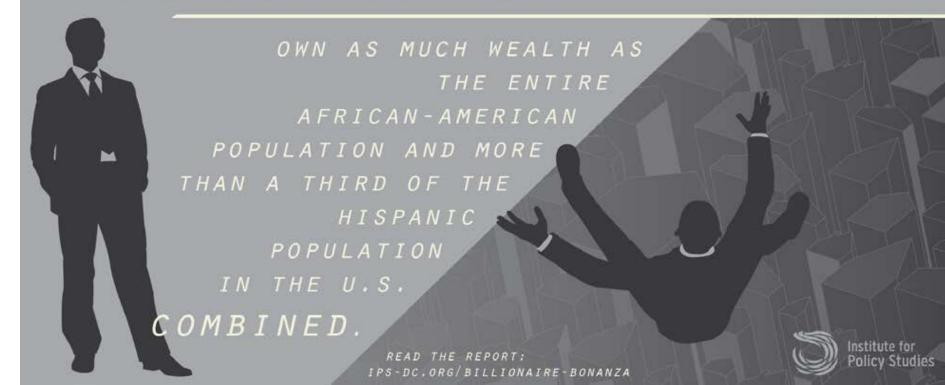
IN THE UNITED STATES.





Wealth Inequality in The U.S.

THE FORBES 400

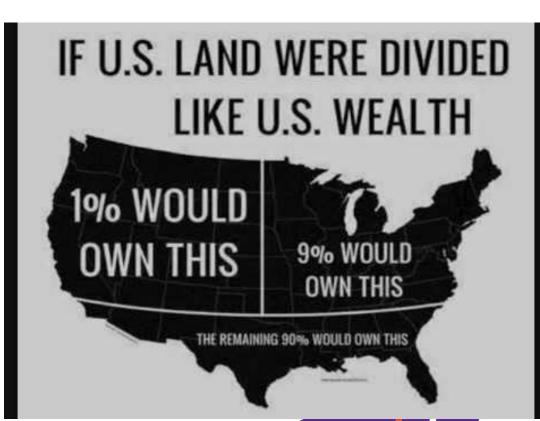


Wealth Inequality in The U.S.

- Richest 10%...
 own 75.4% of wealth
- Bottom 90%...
 own 24.6% of wealth

Top 1/10th of 1% own:

- 1975 **7% wealth**
- 2000 **15**%
- 2017 > **20**%



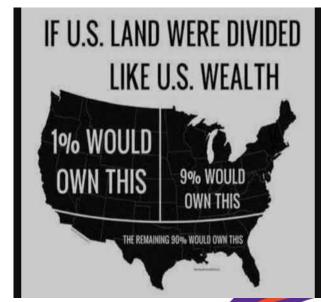
Wealth Inequality in United States

- 78% of full-time workers live paycheck to paycheck
- 40% of adults cannot cover a \$400 emergency expense
- 40 million people live in poverty ("highest income inequality in the Western world")



Wealth Inequality in The U.S. Impact on Health

- Mortality among white middle-aged Americans with limited education is increasing
- Mortality in every other group & every other advanced country is decreasing
- "An epidemic of suicides and afflictions stemming from substance abuse: alcoholic liver disease and overdoses of heroin and prescription opioids."

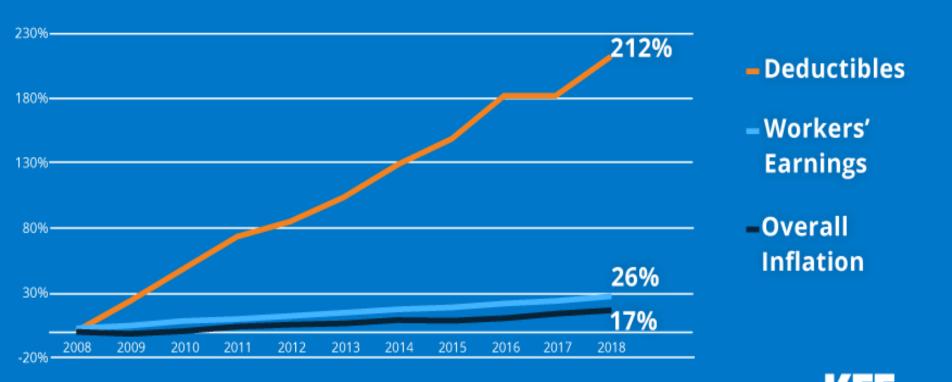


HEALTHCARE STOLE THE AMERICAN DREAM



You Run a Health Care Business Whether You Like It or Not. Here's How to Make It Thrive.

Since 2008, General Annual Deductibles for Covered Workers Have Increased Eight Times As Fast As Wages



HENR FAMIL

Source: KFF and KFF/HRET Employer Health Benefits Surveys. Consumer Price Index, U.S. City Average of Annual Inflation (April to April); Seasonally Adjusted Data from the Current Employment Statistics Survey (April to April).

CATASTROPHIC MISALLOCATION OF RESOURCES DEVASTATES SOCIAL DETERMINANTS OF HEALTH

+37% - HEALTHCARE SPENDING

- 50% LOCAL AID
- 31% PUBLIC HEALTH
- 22% MENTAL HEALTH
- 14% INFRASTRUCTURE, HOUSING/ECON. DEV.
- 13% LAW & PUBLIC SAFETY
- 12% EDUCATION
- 11% HUMAN SERVICES





American Dream

How to Deliver World Class Health Care to Your Employees at Half the Cost

Dave Chase

Foreword by BRIAN KLEPPER

Twitter/LinkedIn/Gmail: @chasedave

Health Rosetta Institute: www.healthrosetta.org

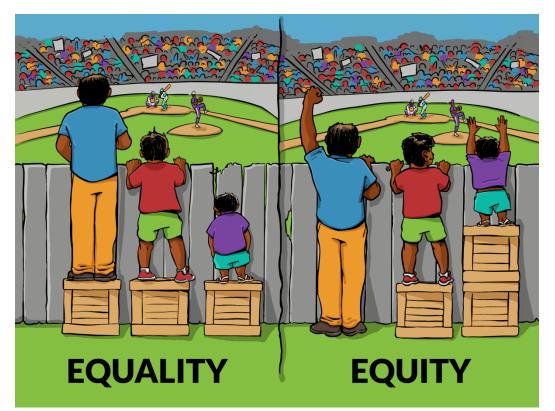
Free book download: healthrosetta.org/friends

Health Rosetta Certified Advisors: healthrosetta.org/who-we-are/#certified-advisors

Solutions: Health For Every Body In Every Community

Health: Equality vs. Equity

Everyone Gets The Same Treatment

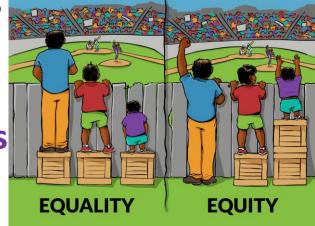


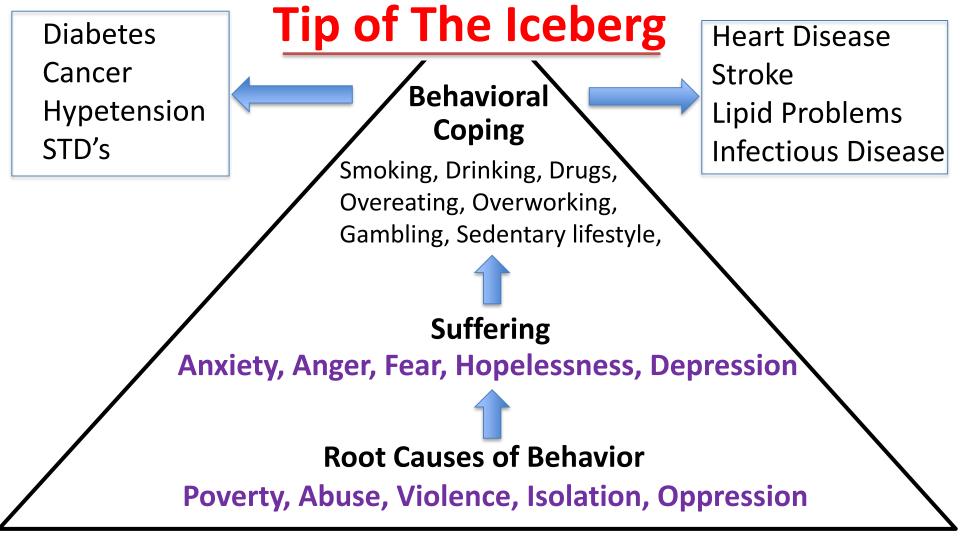
Everyone
Gets The
Same
Outcome

Health Equity (SDOH)

" Everyone has a fair and just opportunity opportunity to

be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness access to good jobs with fair pay, quality education and housing, safe environments, and health care.

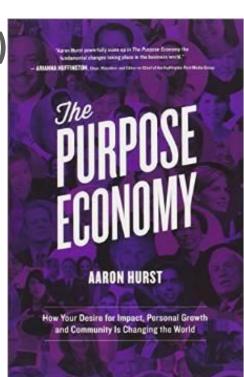




Solutions: Why Organizational Health Is So Critical

The Evolution of Human Economies

- Hunters & Gatherers (1,000,000 yrs. ago)
- Agrarian Economy (12,000 yrs. ago)
- Industrial Economy (1750)
- Information Economy (1950)
- Purpose Economy present --->



The Evolution of Human Economies

Employee Value Proposition

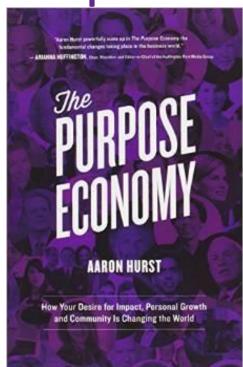
Hunters & Gatherers Survival

Agrarian Economy Survival

Industrial Economy Satisfaction

• Information Economy Engagement

Purpose Economy Fulfillment



(compliance)
PARTICIPATION

ENGAGEMENT

FULFILLMENT

People Clearly Differentiate

ENGAGEMENT

FULFILLMENT







Sources of Fulfillment

Relationships

1% chance of being fulfilled without meaningful relationships



Impact

2% chance of being fulfilled without meaningful impact



Growth

1% chance of being fulfilled without personal and professional growth



© Imperative

IMPERATIVE

Meaning and Purpose



Meaning and Purpose

"The Energy Project"

14,000+ global respondents, 24+ industries

"No single factor in our study comes close to influencing people's job satisfaction and likelihood to stay at an organization as much as the sense that their work gives them a sense of meaning and purpose."



Meaning and Purpose University Hospital Cleaning Crew Study

- 1. Described their jobs as not particularly satisfying and not highly skilled. There for the benefits of the work.
- Found their jobs deeply meaningful & highly skilled and talked about tasks and relationships of the work very differently.



Meaning and Purpose Job Crafting

 "What employees do to redesign their own jobs in ways that foster engagement at work, job satisfaction, resilience and thriving."

 "Employees craft their jobs by changing cognitive, task, and/or relational boundaries to shape interactions and relationships with others at work."



Meaning and Purpose Job Crafting

 Observational Research - Job crafting is positively associated with increased satisfaction, commitment, and attachment to job and organization.

 Experimental Research - Randomized assignment to job crafting leads to improved happiness, performance and mobility to new roles.



Solutions: Rethinking Health

Sudbury & District Health Unit

Health = A rewarding job with a living wage

Health = Food on the table and a place to call home

Health = Having options and opportunities

Health = A good start in life

Health = Community belonging

The most important things you need to know about your health may not be as obvious as you think.

Health = A rewarding job with a living wage

Little control at work, high stress, low pay, or unemployment all contribute to poor health.

Your job makes a difference.

Health = Food on the table and a place to call home

Having access to healthy, safe, and affordable food and housing is essential to being healthy.

Access to food and shelter makes a difference.

Health = Having options and opportunities

The thing that contributes most to your health is how much money you have. More money means having more opportunities to be healthy.

Money makes a difference.

Health = A good start in life

Prenatal and childhood experiences set the stage for lifelong health and well-being.

Your childhood makes a difference.

Health = Community belonging

A community that offers support, respect, and opportunities to participate helps us all be healthy.

Feeling included makes a difference.

How can you make a difference?

Action to improve the things that make ALL of us healthy depends on ALL of our support.

Start a conversation.
Share what you know.

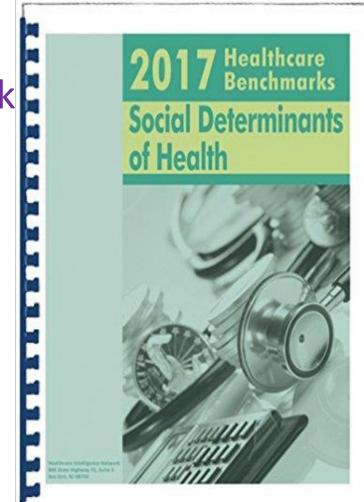
To learn more, call the Sudbury & District Health Unit at (705) 522-9200, ext. 515 or visit www.sdhu.com.



SDOH

Healthcare Intelligence Network

- 140 healthcare organizations (hospitals, health plans, disease management, behavioral health providers, etc.
- hundreds of metrics on social determinants of health



Ötzi The Iceman

- Lived in Italy 5300 years ago
- Very active, lean, nonsmoker
- 5'3" tall 110 lbs.
- Killed at 45
- Significant atherosclerosis



Ötzi The Iceman

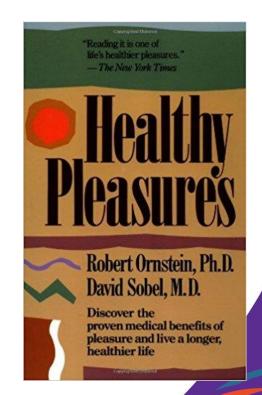
"Heart disease & atherosclerosis were prevalent throughout antiquity, in people who had dramatically different diets and lifestyles."





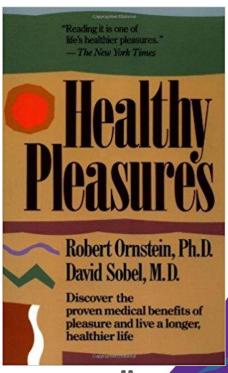
Healthy Pleasures

"Many of us increasingly view ourselves as fragile and vulnerable, ready to develop cancer, heart disease or some other dreaded disease at the slightest provocation. In the name of health we give up many of our enjoyments...



Healthy Pleasures

...The point is that worrying too much about anything - be it calories, salt, cancer, or cholesterol - is bad for you, and that living optimistically, with pleasure, zest, and commitment, is good.

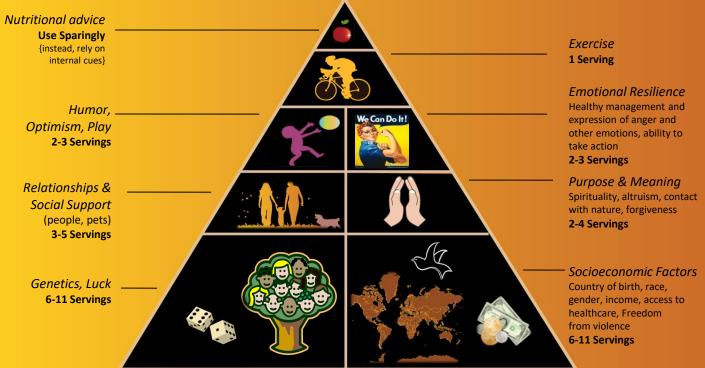


Medical terrorism shouldn't attack life's pleasures."

THE "FOOD FOR THOUGHT" PYRAMID

How to REALLY enhance your health - Laura McKibbin, LICSW





Sources: Dean Ornish, Jon Kabat-Zinn, Bernie Siegel, The Buddha, Gloria Steinem, Viktor Frankl, Glenn Gaesser, Mother Teresa, Martin Seligman, Jesus of Nazareth, Jon Robison, Larry Dossey, Jean Baker-Miller, the World Health Organization, my Mom, your gut intuition.

The Thriving Organization Pyramid TM





Policies, procedures, practices and environment align with desired culture.

Effective Communication

Frequent, clear and consistent communication that creates transparency.

The Fusion



Trust, Connection, and Support

Psychological safety is created for teams; and genuine, caring relationships exist between employees at all levels.



Purpose Over Profit

The organization has a "why" beyond profit that empowers employees to feel part of something meaningful and bigger than themselves.





Quality Leadership

Cohesive team comprised of authentic, servant leaders who create the conditions for the organization to grow and employees to flourish; a leadership mindset is developed at all levels.



Humanistic Culture

The underlying attitudes, beliefs and values support employees as human beings desiring and deserving of autonomy, mastery and purpose rather than mindless machines that need to be controlled.

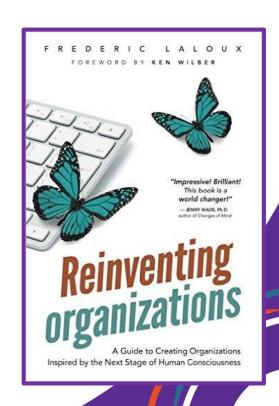


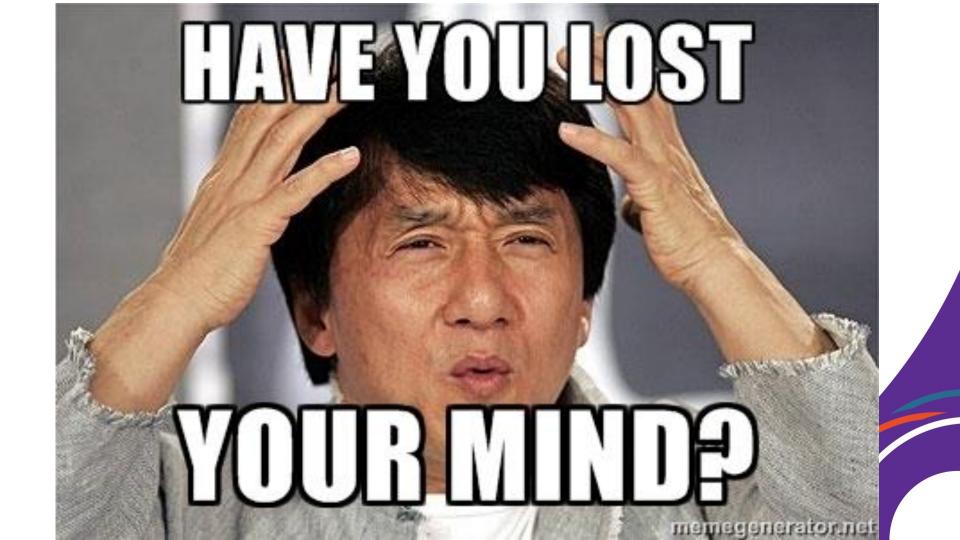
21st Century Organizational Design

 $^\prime$ Moving away from top-down hierarchies of control to more informal, interconnected, flexible networks of teams.

Self-Management Autonomy, Mastery & Purpose In Action

- No bosses no static hierarchy
- Few planned meetings
- Front-line workers make all decisions
- Decision making not by consensus
- All company information transparent
- Empowerment is not necessary





Self-Management



Autonomy, Mastery & Purpose In Action

