PeerTAC
PEER SUPPORT SERVICES
TECHNICAL ASSISTANCE CENTER

Director of the Downstate Bureau of Regional Advocacy and Peer Support Services

LIZ BREIER

March 22, 2024

NEW YORK STATE | Office of Mental Health

Good Morning!

Workplace Wellness

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The Great Resignation

- The pandemic and its impact on the workforce
- Over 15 million people left their jobs since April of 2021
- For many, priorities have changed
- Renewed focus on work life balance and mental wellbeing
- People prioritize meaningful work

- The Growing Importance Of Employee Wellness: How Are You Responding? (forbes.com)

It is part of an ethical practice and must be honored and accommodated from the top down

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The Need to Pivot

- Wellness means different things to different people
- Co-optation of wellness
- Support for employee wellbeing that is culturally sensitive and inclusive
- Support for workplace wellness that is also trauma responsive
- Workplace wellness that is based on employee feedback of what is helpful

Benefits

- Increases health and wellness
- Manages chronic pain and fatigue
- Protects against secondary trauma and compassion fatigue
- Builds personal resiliency
- Increases use of exemplary leadership skills
- Enables us to see more clearly what needs to be done and how
- Ultimately leads to happier, more connected and more productive staff and leadership

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Changing Culture To Support It

- Creating warm welcoming environments that prioritize acceptance and safety around mental health concerns for all
- Create a culture that prioritizes wellbeing
- Incorporate into the existing work-day
- Working collaboratively with HR departments and leadership

Low-Cost Ways to Promote Workplace Wellness

- Get up out of that chair
- Stretch
- Hold some staff meetings in the sunshine
- Take that break
- Don’t feel guilty about work life balance
- Leadership to model
- Have a little fun: competitive wellness activities like water drinking contests, steps walked in a day, fruit and vegetable eating, walk together as a team
- What else?

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KEYNOTE PRESENTER

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