


Financial WELLNESS

Beginning 2021 with financial wellness

LiveWELL
January 2021



Take charge of your health and put yourself on the path to wellness. Health and wellness means living life fully with vitality and meaning. Wellness looks different for each individual and evolves as our lifestyles change.

Financial wellness is an essential part of optimal wellbeing. More times than not, finances play a key role in our emotional wellbeing and sense of security. Employers can play an important role in supporting their team in their financial wellness journey. We hope this newsletter can provide you with some substantial takeaways you can implement in your workplace.

LiveWELL

Six integral components to a holistic financial wellness program

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As an employer, there are simple ways that you can incorporate financial wellness into your wellness program. Check out the tips below to support your team in financial wellness.

1. **Interactive Budgeting Tool.** According to enrich.org, budgeting is centric on what it means to have financial wellness. Budgeting helps people to learn how to spend their money and prioritize differential financial aspects that are important to them. In this regard, providing your team with a budgeting tool through resources like Enrich can be helpful.
2. **Student Loan Tool.** Enrich shares that student loan debt is one of the highest consumer debt categories among all demographics. It is even higher than auto loans and credit card debt. Some ways that employers can help their employees in this area are to include student loan information in their wellness program with options to learn how much they owe and the most efficient way to repay their debt. Some employers may also provide additional support to their employees by offering to help with loan payments and student loan consolidation.
3. **Gamification.** Gamification means turning even the simplest activities into a game by adding game features. This can be seen in the workplace as badges, challenges, and interactive games. Enrich shares that gamification increases engagement by 100% or more. So, adding gamification to your team's financial wellness goals can be a good way to help employees reach their financial wellness goals.
4. **Social or Peer-to-Peer Tools.** People generally feel more comfortable sharing with their peers about challenges they may be facing because, often, their peers can relate. So, employees are more likely to connect with a peer in the workplace before reaching out to Human Resources. Having a tool where your team members can interact with each other and ask questions about their financial wellness goals, challenges, and resources that have helped them can be an effective way to help team members in their financial wellness journey.

5. **Live Counselors.** Another great option to support employees in their financial wellness goals is to provide a live counselor to assist employees with the financial areas that they need support in and help them achieve their goals. Having a live counselor from outside the company is a great option because it allows the employees to receive the best financial wellness support without any bias.
6. **Interactive Educational Courses.** According to Enrich, a key part of a holistic financial wellness program is to have a library of educational courses available for your team members to access. It is most valuable when the courses are representative of the financial areas that your team has identified needing the most support in.

Info derived from enrich.org





EatWELL

Healthy meal in less than 5 steps

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Eating healthy can be simple. As we begin the new year, we can start it off healthy with simple and healthy meals like this turkey and vegetable skillet. In less than 5 steps you can prepare this meal for dinner and/or save it for meal prep the rest of the week!



NUTRITION FACTS | RECIPE SERVES 4

Calories: 270 Sugar: 18g
Protein: 43g Total Fat: 6g
Carbs: 40g

TURKEY AND VEGETABLE SKILLET

Recipe adapted from the recipe blog at [reciperecorder.com](https://www.reciperecorder.com)

INGREDIENTS:

- Ground turkey
- Fire-roasted tomatoes
- Green beans
- Zucchini and/or summer squash
- Onion and garlic
- Dried oregano and basil
- Smoked mozzarella cheese

DIRECTIONS:

1. Cook the turkey and onion in a large skillet over medium-high heat until it turns brown. Once the turkey is fully cooked and no longer a pink color, add in the green beans.
2. Cook the turkey and green beans for around 2 minutes and then add in the remaining ingredients: zucchini, summer squash, fire-roasted tomatoes, dried oregano, basil, salt, and pepper. Let it all simmer together for about 3 minutes or until the zucchini and squash are soft.
3. For the finishing touches to your skillet, top it with shredded cheese. Two options to get your cheese to melt are to just leave it on the stovetop for a few minutes or put it in the oven for a minute or to until the cheese melts and turns a golden brown color.



PlayWELL

Family fit and fun workout

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We all adapted to a new lifestyle in 2020 including adapting our exercise routines to spend time supporting our families. One of the biggest challenges employees have shared since transitioning to spending more time at home, is the challenge of incorporating movement into their day. The workout below is one the whole family can do together.

1. **Squat Ball Passes.** Get in a Sumo Squat position with your feet pointed slightly outwards and sit down deep. Pass the ball back and forth to your body, holding in the down position.
2. **Lunge Ball Passes.** Face your buddy and lunge on your right foot as you pass the ball. When you come back up, alternate legs.
3. **Oblique Twists.** Standing back-to-back with your partner and move only at the waist, passing the ball in front of your body to your partner, turn to the other side, and receive the ball back from your partner.
4. **Ball Sit-Ups.** With your feet locked together and knees bent, start in the sit-up position and slowly come up together passing the ball on the upwards movement. The buddy with the ball should complete the sit-up, then pass the ball again in the up position.
5. **Oblique Twists Sitting.** Sit back-to-back with your partner crossing one leg over the other. Pass the ball in front of your body and then in the back of you. Switch legs and repeat.

Workout from [mantramag.com](https://www.mantramag.com)



Family fun can be family fitness



WorkWELL

Five innovative ways employers are practicing health and wellness

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If you missed our recent WorkWELL Webinars you can watch them at phoenixchamberfoundation.com/workwell



SPOTLIGHT ON LOVITT & TOUCHÉ, A MARSH & MCLENNAN AGENCY LLC COMPANY

Lovitt & Touché, A Marsh & McLennan Agency LLC Company, places an extremely high value on workplace health and wellness. Since the onset of the COVID-19 pandemic, our Feel Good & Lovitt program has become even more instrumental in providing resources and opportunities for our colleagues to implement healthy practices. Led by a colleague committee serving as the voice of the workforce, the program features a variety of wellness options including:

1. Biometric screenings including blood draw, BMI measurements, and blood pressure readings to assess health risks for conditions such as heart disease and diabetes
2. Monthly health/wellness sessions that focus on activities such as stretching, balance, and strength (via Zoom or video conference)
3. Technology resources including telemedicine, web portal to access program resources, mobile app to monitor health conditions, and wearable fitness tracking
4. Nutritional and dietary resources to help colleagues make better food choices to improve their health
5. Disease management programs for a variety of ailments such as arthritis, asthma, cancer, depression, and more

May 2019 with Feed My Starving Children. "Volunteering is another part of our wellness program as we work to give back to the local community. I think this photo represents how L&T colleagues come together to support great community causes. We are looking forward to in-person volunteering events once COVID passes."

Many of our Wellness AtoZ employers have taken steps to implement health and safety efforts in response to the COVID-19 pandemic and we encourage you to share with us! Email us at info@wellnessatoz.org and let us know the innovative ways your company has supported your wellbeing. Look for us to highlight your efforts on our social sites!

WELLCommunity

Start the year by giving back

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There are different ways to give back at Nourish Phoenix Food Pantry! Nourish Phoenix has been able to serve 200 families a day with the help of volunteers. To learn about how to give back this new year, check out volunteer opportunities with Nourish Phoenix at nourishphoenix.org.

NOURISHPHX
(formerly known as ICM Food & Clothing Bank)

VIVIR BIEN

LIVWELL NEWSLETTER EN ESPAÑOL
CLICK HERE!



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