

Monthly Wellness Coordinator Update

Dakota Wellness Program



December 2020

Monthly Well-being Education Willpower

The ability to do what matters the most. This is the definition of willpower that our monthly book club author presents. During your work day, you may want to tabulate the report that your supervisor has requested or start working on an important project, but often something stops you. When making these important work related decisions, your brain is really thinking about two conflicting things:

1. Your long term goals and the future
2. Short term needs, instant gratification, minimizing stress and discomfort

Often the more short term needs win over instead of the long term. The good news is employees can turn on their willpower to be able to focus more on the long term. There are a variety of ways employers can provide support for this important work skill:

- Energize employees with options to move and be active like taking the stairs, or breaks planned into a meeting to allow for movement
- Make healthy food available in the physical workspace and suggestions of healthy snacks to keep in sight while working from home
- Break down large projects into smaller goals and tasks, encourage employees and teams to celebrate along the way as they are achieved
- Provide long term stress relief options and short term tools like gratitude, meditation and workday breaks

Willpower can be strengthened through repeated healthy actions and feelings of accomplishment throughout the workday. Self-awareness is key for employees to identify their specific needs to increase willpower. Employers can provide a culture of health that includes awareness of resources, learning opportunities and workday structure that supports employees to take a break and take part in activities that energize and increase their willpower.

2020 Wellness Benefit Wellness Benefit Deadlines

The wellness benefit year is starting to wind down and we want to make sure employees and spouses are able to earn and redeem their full \$250 wellness benefit in 2020. To earn points and redeem members can access their account at sanfordhealthplan.com/memberlogin.

Inside this issue...

Willpower
2020 Wellness benefit
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Monthly Book Club

The Willpower Instinct: How Self-Control Works, Why It Matters, and What You Can Do to Get More of It
by Kelly McGonigal

[Download poster](#)
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Monthly Wellness Coordinator Webinar

4th Tuesday of the month at 10 a.m.
[Click here](#) to register

The November 24 webinar will include more information on how you can support willpower in the workplace.

Take Health Risk Assessment Earn points in the online wellness portal	Redeem points in the redemption center
December 29, 2020	December 31, 2020

2020 Fitness Center Reimbursement Deadlines

All members who want to receive their 2020 wellness benefit as a fitness center reimbursement, need to take a health risk assessment by December 29, 2020.

All 2020 gym workouts must be submitted to Sanford Health Plan by February 8, 2021. Members can receive a \$20 reimbursement for any month in 2020 that they completed 12 or more visits to their gym. For workouts to be submitted, members should contact their gym for monthly visit totals and for workout submissions.

To sign up for the Fitness Center Reimbursement program, check past reimbursements and gym visit totals members can visit nihcarewards.org/.

[Download Fitness Center Reimbursement Flyer](#)

Employee redemption drawing

The employee wellness benefit redemption challenge has begun!

November winners include:

- Kijia, North Dakota State College of Science
- Melinda (spouse), North Dakota State University
- Edwin, Department of Environmental Quality
- Anonymous, Department of Human Services

Our last drawing will take place in early December for all employees and spouses who redeem any portion of their wellness benefit during November. Winners will be announced via email.

2020 agency health risk assessment completion

At the end of December, if your agency has at least 20% of members— which includes employees and spouses that have elected health insurance coverage— completing a health risk assessment, your agency will receive a gift card to use for wellness programming. Recognition and awards will go out at the end of January 2021. If you would like to learn your agency's current participation rate, please email ndperswellness@SanfordHealth.org.

Employee well-being training

Monthly webinar December 8 at 10 a.m.

This 15-minute LIVE webinar session will help employees learn how to break a habit. Employees who register and attend the live webinar can receive a voucher form for 3,000 points.

Visit sanfordhealthplan.org/ndpers/dakotawellnessprogram for registration

The Best of Stress

COSE Employee appreciation webinars now available online

The five-part series presented for employees during live webinars in September are now available for viewing online. Topics included breath, body, feelings, mind, and strategy to help EMPLOYEES fill up their stress-busting toolkit. Visit the COSE webinar website to watch a replay. Wellness coordinators can also promote the recordings to employees as a one day voucher wellness activity cose.nd.gov/wellness-programs/sanford-weekly-webinars

Free Virtual Yoga Classes

Every Friday at 6 a.m. and Noon

Join Sanford Health Plan yoga instructors for free hour long classes every Friday. To register for the classes join our Facebook group to get reminders and more information.

[Join Group](#)

Contact your wellness team

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