

Monthly Wellness Coordinator Update

Dakota Wellness Program



October 2020

Monthly Well-being Education

Boundaries

Today's workplace culture has become one that is always connected. Cross team work approaches and collaborations, the pressure to be available outside of regular work hours is blurring the lines for many workers. Employees are also pulled in many directions throughout their day and don't clearly understand their own work role or the role of others. These new unwritten rules could be harming your culture and the relationships among employees.

As leaders in your agency, you can help employees improve their social and career well-being by:

- Foster self-awareness of individual employee needs to get their work done and feel productive
- Access to education and information on healthy boundaries in the workplace
- Give permission for employees to establish boundaries such as "Do Not Disturb" time of the day
- A culture where it is OK to say "No" if an employee is feeling overwhelmed by work tasks
- Clearly defining work structures and expectations
- Checking in with employees about what is stressing them the most right now
- Establish healthy communication channels

2020 Wellness Coordinator Recharge Workshops

In case you missed it... A recording of the workshop, PowerPoint slides and handouts have been distributed on the wellness coordinator list serve. You can also download all of the materials and watch a replay of one of the workshops by visiting the [NDPERS Wellness Coordinator Webinars](#) webpage.

In the coming months we will be working on new wellness programming opportunities based on the discussions and feedback from the workshops.

These new wellness program features will include:

- Quarterly wellness challenge toolkits for 2021
- Continued virtual wellness programming options and ideas

Thank you to all the Wellness Coordinators who joined us live at the workshops. Your ideas and thoughts on wellness programming in the workplace are energizing for us all.

Flu season is upon us

During the current COVID-19 pandemic, it is even more imperative to get your flu shot to reduce the overall burden of respiratory illness.

[Flu Shot FAQ](#)

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[View past coordinator newsletters](#)

[View past coordinator webinars](#)

[Monthly Book Club](#)
Boundaries Updated and Expanded Edition: When to Say Yes, How to Say No to Take Control of Your Life by Henry Cloud and John Townsend

[Download poster](#)
[Download flyer](#)

[Monthly Wellness Coordinator Webinar](#)

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

The September 22 webinar will include more information on our new wellness program features and in depth discussion on building boundaries in the workplace.

2020 Wellness Benefit

Employee redemption drawing and 2020 agency health risk assessment completion

The employee wellness benefit redemption challenge has begun! We will be drawing a list of winners for the first month of September on October 2. Winners will be notified and an announcement of the winners will be available to wellness coordinators.

To keep the challenge going through October please remember to:

- Share our monthly employee wellness newsletter
- Send our October email about the benefits of taking a health risk assessment that includes a reminder about the prize drawing
- Display the **Wellness Benefit Drawing flyer** in your organization

2020 Agency challenge

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.

- Send all wellness benefit emails and reminders to employees in October, November and December
- Encourage employees to forward emails to their spouses to encourage them to participate in the Dakota Wellness Program
- Distribute the **NEW Dakota Wellness Program brochure** to your employees
- Give employees a voucher form for wellness activities you organize for your agency like a health education presentation, wellness challenge, onsite flu shot or any other approved wellness activity

If you would like to learn your agency's current participation rate, please email ndperswellness@SanfordHealth.org.

[Download 2020 voucher form](#)

Employee well-being training

Monthly webinar October 13 at 10 a.m.

This 15-minute LIVE webinar session will help employees learn how to recognize when boundaries are needed and how to say no when it's necessary. Employees who register and attend the live webinar can receive a voucher form for 3,000 points.

Visit sanfordhealthplan.org/ndpers/dakotawellnessprogram for registration

Wellness Coordinator Reminders and Announcements

2020 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 wellness benefit in 2020. To earn points and redeem members can access their account at sanfordhealthplan.com/memberlogin.

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

Contact your wellness team

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