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RESILIENCE ROI: SMALL HABITS FOR A THRIVING WORKFORCE

AGENDA

- Explore the connection between resilience, wellness & productivity
- Review science related to goal setting and habits
- Discuss practical ways to incorporate low-cost, effective wellness techniques that contribute to greater resiliency
- Create an action plan to support a thriving workforce



What is Resilience?

...the ability to
adapt & recover
from adversity...

...rooted in the
brain's ability to
change &
adapt...



Wellness Framework



Active pursuit of activities, choices, & lifestyles that lead to a state of **holistic health**

WELLNESS FOUNDATIONS = TEAM SUCCESS

Link between wellness & productivity

Hidden costs of neglecting wellness

Wellness dividends

Wellness as foundational for better work

Business discipline that is integrated

Ability to complete core functions

Begins with YOU...The Leaders

Caring for the whole employee

Empower high-performance, thriving workplaces

A Three-Pillar Model: Increase ROI

- **Physical Comfort**

Ergonomic, posture-friendly workflow designs = healthy movement
Programs can deliver **17% increase in productivity**;
Ignored musculoskeletal issues **\$20 billion in direct expenses**

- **Cleanliness**

Workplace differentiator--clean workspace, enhanced air quality
Hygiene protocols **reduce** employee illness **by 27%**

- **Culture of Care**

Create and foster care, openness, and inclusion

Engaged employees miss **70% fewer workdays** r/t poor health 6

GOALS, HABITS, SUCCESS!

Goals: “...any desired outcome that would **NOT** happen without **action**.” — Dr. Elliot Berkman (University of Oregon)

Habits: “...automatic **actions** taken within the intersection of knowledge (what to do), skill (how to do), and desire (want to do).” — Stephen Covey



brains change to make the **habit easier** to complete
a single habit can have a **wider impact on our lives**

HABITS ARE TOOLS FOR ACHIEVING GOALS



WELLNESS HABITS = TEAM SUCCESS

Hydrate (mood and cognition booster)

Micromovement (injury prevention)

Connect & Communicate (enhanced morale)

Breathing Break (stress buster)

Set Boundaries (increased productivity)

No word was ever as effective as a rightly timed **pause**...

- *Mark Twain's Speeches* (1923 ed.)



WELLNESS HABITS = TEAM SUCCESS

- **Set Boundaries** (silence cell phone or laptop)
- **Breathing Break** (6-7-8 x 2)
- **Hydrate** (take a sip of water)
- **Micromovement** (stand up; shoulder roll)
- **Connect & Communicate** (pair & share)

Complete the accompanying worksheet...
as a tool to assist with resilience ROI.
Share now (or later).





THANK YOU!

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GW DINING
Holiday Party