



# CORPORATE WELLNESS

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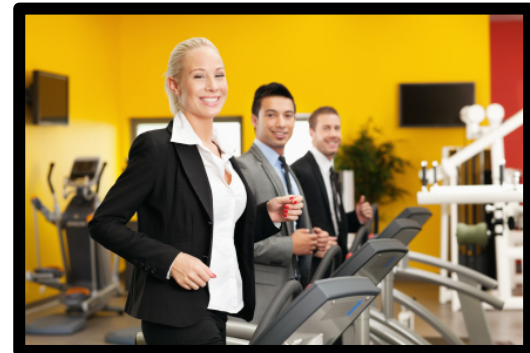
# Societal Impact: Why Care?



# The Logic



1 in 3



# Industry



1. Health risk assessments, massage, onsite meditation

EXOS | MediFit.



**wellness  
corporate  
solutions**

2. Custom fitness centers
3. 8-week wellness campaigns



# What's Missing...

Wellness Program 😊

- Eats well
- Exercises Regularly
- Meditates Weekly



60 + hour weeks

- Boring work
- Not meaningful
- Don't like co-workers
- Dull environment
- No room for achievement

# Thought Experiment ...



# PERMA



Positive Emotions



Engagement



Relationships



Meaning



Achievement

# PERMA +



Exercise



Nutrition



Sleep



So What Does  
This Look Like In  
the  
Workplace?

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# Positive Emotions



- **Wellness:** increases subjective well-being
- **Business:** improves a range performance-related outcomes

## ***Fostering Positive Emotions***

- Atmosphere
- Relationships
- Exercise
- Gratitude interventions

# Engagement



- **Wellness:** happier, lower levels of stress, less likely to be diagnosed with depression
- Business:** increases performance, decreases turnover

## ***Fostering Engagement***

- Challenge
- Job Resources (e.g. autonomy, social support, educational opportunities, role clarity)

# Relationships



- **Wellness:** Support mental health
- **Business:** Integral to organizational functioning (e.g. leaders, mentors, teams, clients) and common in successful work groups

## ***Fostering Positive Relationships***

- Social gatherings
- Friendship Culture



# Meaning



- **Wellness:** greater longevity and life satisfaction, fewer health problems
- **Business:** greater interest in work and increased engagement

## ***Fostering Meaning***

- Core Values
- Task Significance and Identity

# Achievement



- **Wellness:** Enhances subjective wellbeing
- **Business:** Challenging goals lead to improved performance

## ***Fostering Engagement***

- Goal Setting
- Feedback
- Recognition

# PERMA outside of work



# PERMA +: Keep it Up

- Onsite fitness or discounted memberships
- Nutrition information & Healthy food
- Meditation and Yoga
- Massage Days



# PERMA +: Opportunities

- TIME: adequate sleep, meal prep
- Adverse Side Effects



# Limitations & Considerations



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- Smoking cessation programs
- Safety
- Ergonomics
- Onsite counseling – even empathy

# Questions?

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