

WFHTN Wellness Council Webinar Notes
May 6, 2021

Welcome

- Hello everyone! Thank you for joining our May Wellness Council webinar.
 - Please go ahead and type your department or agency in the chat box to let us know who you are representing!
- Today's webinar agenda includes:
 - Fun Fact Challenge
 - Coming Soon to WFHTN
 - "Grind Culture" Discussion
 - May Activity Planner Highlights
 - Wellness Council Spotlight
 - May Health Observances
 - Upcoming WFHTN Schedule
 - Sharing
 - (Optional) WFHTN "Team Talk"

Fun Fact Challenge

- Congratulations to our May Fun Fact Challenge winner, Anna Andersen from Department of Military!
- First, here's a reminder on how our Fun Fact Challenge works:
 - The first Wellness Council representative to get **three** out of the **four** answers correct using the chat feature will be crowned this month's Fun Fact Champion.
 - In the event of a tie, a **fifth** question will be used as a tie breaker.
 - Please type out the complete answer. These are all true or false, so T and F will not count.
 - Is everyone ready to play our May Fun Fact Challenge!?
- 1. **True or False? WFHTN team member Kayla once swam with sharks in Jamaica.**
 - **False**
Kayla actually swam with dolphins and it looks like such a fun time!
- 2. **WFHTN team member Morgan played ___ in the musical, "You're a Good Man Charlie Brown."**
 - **Lucy**
 - Snoopy
 - Sally*Here I am in a slightly blurry picture (sorry!) as Lucy. It was such a fun musical and several of my close friends from high school were in it. I did this show the summer after graduating from high school in 2009 and it was probably one of my favorite musicals I've ever been in! Another fun fact is that Julie from the Department of General Services was also in this musical at one point in time and she played the fun character of Snoopy!!*
- 3. **WFHTN team member Lindsey's childhood dream was to be an ___**
 - **Actress**
 - **Olympic Gymnast**
 - **ER Doctor**
From Lindsey: My mom says I was bouncing off the walls, so my parents put me in gymnastics, and it stuck for many years! I went on to be a competitive gymnast, finishing

third in the state of Tennessee in Level 7, and it led to my joining the competitive dance team (aka "pom squad" back then haha) in high school.

4. WFHTN team member Natalie, our Digital Media Coordinator, is such a super fan of this TV show that one of the stars came to Nashville to watch the 2015 season premiere with her.

- Law & Order: SVU
- Dateline
- Hours
- 20/20

Natalie caught the attention of Dateline when she started live tweeting the show with other fans. In 2015, they sent each correspondent to a super fan's house for the season premiere. Dennis Murphy and two producers came to Nashville to watch with her.

Another fun fact: Dennis Murphy plays guitar in his spare time. Natalie's husband is a songwriter, so they set up a songwriter's round for him before the show. Since 2015, Dateline has invited Natalie to other events. She's met all the correspondents and Lester Holt!

5. TIE BREAKER: WFHTN team member JJ once was a scholarship athlete in Track & Cross-Country for the University of TN-Chattanooga

- True

Here is JJ during his time at UT Chattanooga!

We hope you enjoyed this different Fun Fact Challenge. This could be a fun way to start off a meeting with your team and you could even get leadership involved!

2021 Tournament for the Wellness Warriors Award

- Next week, May 10-14, is the Tournament for the 2021 Wellness Warriors Award! Best of luck to ALL participating!

Coming Soon!

- Coming soon in fiscal year 2022, WFHTN is moving away from points to transition to achievement levels.
- This change comes from the WFHTN team continuously taking in and evaluating YOUR feedback. We've also been learning more about what's known as the "grind culture" and how WFHTN might be adding to that. (More on the grind culture in an upcoming slide.)
- Based on your feedback on our past awards, we noticed the desire to compete against other agencies has diminished. Therefore, this Achievement Level recognition system will not have agencies competing head to head. Instead, agencies will compete with themselves and their own employees will work together to try to obtain a Gold, Silver or Bronze Achievement Level.
- The June Wellness Council webinar will be filled with information about this change. Our team will help to make this transition as smooth as possible!

Let's Talk about Grind Culture

- Do these pictures resonate with you? Have you heard the term "grind culture"? Throughout this discussion feel free to share any thoughts you might have about this topic.
- Grind (or hustle) culture is a culture in which longer hours are not just the norm; they are the metric for success. According to the New York Times, it is a "performative workaholism" that is "obsessed with striving."

- Starting the day early, skipping meals and working on the weekends, are just a few examples of how people are contributing to the grind culture. These actions are considered ‘normal’ now, too.
- This culture involves the constant striving to get MORE even if it’s detrimental to your well-being. No amount of money or success is ever enough. In many organizations this attitude to work is glamorized and encouraged because these individuals are seen as serious or hardworking.
- People have an inherent need to compete, but as everyone tries to outperform each other, it's essentially a race to the bottom—the bottom being burnout, poor performance and even poor physical health.
- Some say this grind culture comes from a place of fear. People work hard out of fear that someone else will outwork them and take their place. In reality, the grind culture is toxic.
- The WFHTN team has been talking about this topic and evaluating how the WFHTN initiative might be adding to this grind culture.
- Part of what can help with grind culture in the workplace is to re-evaluate how success is defined. Grind culture often starts at the top, so in our initiative we’re trying to ensure we’re not contributing to this type of culture.
- This is why for fiscal year 2022, WFHTN is changing how we define success. Instead of agencies trying to earn ALL the points and do ALL the things to compete, we’re encouraging QUALITY and a variety of activities from the various focus areas. We want to encourage you all to focus more on QUALITY versus striving to gain points. The achievement levels will be for you and your co-workers to work together to STRIVE to achieve. However, it’s good to keep in mind that these will simply be GOALS and not requirements.
- Do you all have any other thoughts about the grind culture?

May 2021 Activity Planner

- We’re in the middle of quarter four which runs April through June. Today I’ll highlight a few activities suggested on the May Activity Planner, but remember that all quarter four Activity Planners are available on our website, under the Activity Planner Progress tab.
 - Let’s Get Punny!
 - We love food puns! This month encourage your co-workers to share their favorite one.
 - The WFHTN team will share some favorite food puns on our social media!
 - Your co-workers can share theirs using the WFHTN [Google Form](#) and/or send it in to our email address: WFHT.TN@tn.gov.
 - [National Blood Pressure Month Scavenger Hunt](#)
 - Participants will search for the answers to questions about blood pressure using the Google Form created by the WFHTN team.
 - Those who complete the hunt will have a chance to win a prize provided by WFHTN!
 - May Mental Health Break
 - May is Mental Health Month so during the time slot when we’ve been providing a mindfulness break, we’re changing it to more of a mental health break.
 - We will play trivia using Kahoot and the top three scorers will receive a WFHTN stress ball mop topper!
 - This will be a great opportunity to join together and take a fun mental break.

- As always, these activities are ideas for consideration. You absolutely can be creative and put your own spin on an idea or think of something else to best fit your agency's needs.
 - We have lots of new challenges and activities available on our website, including:
 - [Find YOUR Fitness Challenge](#) - Uncover ways to be physically active that are enjoyable to YOU to help you find the best physical activity fit!
 - [Bite-Sized Changes Challenge](#) - Participants will be making small (bite-sized) changes to improve their overall eating habits. For example, a participant with a sweet tooth might choose to replace dessert with a healthier alternative one to three nights a week, such as having unsweetened dried mango or going on a walk instead. These bite-sized changes allow for success and eventually will lead to bigger changes and overall healthier lifestyles.
 - Both of these challenges are about finding what YOU enjoy and making SMALL changes in order to seeing overall, lasting, positive health effects.
 - [Let's Let Go Activity](#) – Did you know you can worry productively? This activity has participants allot time each day to think about any worries on their mind. It allows them to be productive about their worries and figure out a plan of action IF the worry is in their control.

May Holidays & Health Observances

- [Asian American & Pacific Islander Heritage Month](#)
- [Arthritis Awareness Month](#)
- [Better Sleep Month](#)
- [Food Allergy Awareness Month](#)
- [Global Employee Health and Fitness Month](#)
- [Healthy Vision Month](#)
- [High Blood Pressure Education Month](#)
- [International Mediterranean Diet Month](#)
- [Mental Health Month](#)
- [National Osteoporosis Month](#)
- [National Physical Fitness and Sports Month](#)
- [National Salad Month](#)
- [National Stroke Awareness Month](#)
- [Skin Cancer Awareness Month](#)
- [Food Allergy Awareness Week](#)
- [Screen-Free Week](#) (First week in May)
- [National Women's Health Week](#) (May 9-15)
- [International No Diet Day](#) (May 6)
- [Healthy and Safe Swimming Week](#) (May 24-30)
- [Don't Fry Day](#) (Friday before Memorial Day – May 28)
- [Brown-Bag-It Day](#) (May 25)
- [National Senior Health & Fitness Day](#)® (May 26)
- [Heat Safety Awareness Day](#) (May 31)
- [World No Tobacco Day](#) (May 31)
- As you can see, there are MANY health observances during the month of May. Reach out to your Regional Wellness Coordinator if you'd like assistance with celebrating any of these (or any we might have missed).
- You can always access this National Health Observances Calendar on our website at <https://www.tn.gov/wfhtn/activity-planner-progress.html>

Wellness Council Spotlight

- We'd like to highlight some activities and challenges from different Wellness Councils during the past month.
- Department of General Services: Spring Your Self(ie) into Action Challenge
 - Pictured is Randy Dean on the left, in the middle is Jessie Wilson's dog Gus getting in those steps and on the right is Hailey Weatherford's newest family addition helping her mom get in some steps!
 - **41** people participated and there was a total of **1,930,767 steps!!**
- Department of Labor & Workforce Development: March Madness Challenge
 - LWD held their annual March Madness Challenge from March 18-April 5. The divisions of LWD split into teams such as the Baylor Bears and Michigan Wolverines. Participants not only tracked their step count but also could earn points by eating an apple and/or drinking only water for a day.
 - Some of the ways LWD employees got their steps included disc golf, hiking, parking farther away at the store, mushroom hunting in the woods, playing Just Dance with their kids, playing hand ball and doing a disco walking video.
 - They had 168 participants and 64 participants took more than 100,000 steps throughout the challenge for a combined total of more than 14 MILLION steps! The winning team was the Bureau of Worker's Compensation who also happened to have chosen the Baylor Bears (the winners of the NCAA tournament) as their team.
- What's good?
 - We asked employees in several departments to tell us something good and here's some of that goodness!
 - Waking up early for a sunrise run, adopting a puppy, church time with family, increasing water intake and hiking at Cumberland Falls State Park were just a few of the good things you submitted.
- In our April Activity Planner, we asked you to encourage your co-workers to visit one of the many Tennessee [Greenways, Trails](#) or [State Parks](#) and share your photo(s).
PICTURED from the Department of Health:
 - [left] Shandra Brown, Quality Improvement Director at the South Central Regional Health Office, recently spent her lunch break enjoying the beautiful outdoors at Rutledge Falls located in Manchester.
 - [right] Misty Hernandez-Perry, Executive Administrative Assistant in the Commissioner's Office, bicycling over a beautiful spring weekend.
- Keep up the great work and please continue to share all your successes and photos with us – including tagging us on your department's social media!

Upcoming WFHTN Schedule

- **May Activity Planner**
 - Due May 28
- **Tournament for the Wellness Warriors Award**
 - Dates: May 10-14
- **June Wellness Council Webinar**
 - Thursday, June 3, 9-9:30 a.m. Central
 - 9:30-9:45 a.m. Central – WFHTN Team Talk!

- As a reminder, May is the last month to submit any desired budget requests for this fiscal year. The WFHTN team also has some fun new swag items, including a reusable grocery bag, trophy-shaped stress balls and resistance bands.

Your Updates

- If you haven't already, please let us know in the chat box which department you're representing.
- Let's take some time to share what's going on in your department. What wellness activities, challenges or programs would you like to share?
 - Agriculture
 - Children's Services
 - Commerce and Insurance
 - Commission on Aging and Disability
 - Correction
 - Economic and Community Development
 - Education
 - Environment and Conservation
 - Finance and Administration
 - Financial Institutions
 - General Services
 - Health
 - Human Resources
 - Human Services
 - Intellectual and Developmental Disabilities
 - Labor and Workforce
 - Mental Health and Substance Abuse Services
 - Military
 - Revenue
 - Safety and Homeland Security
 - TBI
 - TennCare
 - TN Courts
 - Tourist Development
 - Transportation
 - Tricor
 - TWRA
 - Veterans Services

Questions

If you have any questions, we'd be happy to answer those now.

Remember, stick around for our "Team Talk" if you'd like! If you need to leave this meeting, thank you for attending today's webinar!

Team Talk

- Welcome to our Working for a Healthier Tennessee Team Talk!
- Again, this opportunity is optional, but can be a different way to connect with fellow Wellness Council members across agencies and brainstorm with one another.

- As you can see, we already have some topics thanks to your outreach to us. I will help facilitate the discussion and the WFHTN Team will chime in, of course. However, if you have other topics you'd like to bring up, please do! This is an open forum and we're here to help.
- Let's start with...
 - Communication
 - Are you reaching ALL of your agency/department?
 - If so, how?

Thank you for sticking around for our WFHTN Team Talk! We hope this was a good opportunity to bounce ideas off one another. As always, please reach out to your Regional Wellness Coordinator if you have any follow-up questions or suggested discussion items. Have a great rest of your day!