



## **Mission, Vision, Goals, Foundational Elements and Guiding Principles**

### **Mission**

To engage a labor-management partnership model in order to build a workplace culture that promotes and encourages the health and well-being of all employees.

### **Vision**

To create a model wellness program designed by state employees for state employees that creates and sustains a worksite culture of health.

### **Goals**

- Create a culture of health and wellness in which employees are inspired and empowered to make healthy lifestyle choices.
- Sustain a strong labor-management partnership that provides strategic leadership to workplace wellness.
- Reduce environmental, policy and other barriers to employee engagement in workplace wellness.

### **Foundational Elements**

- Labor-management partnership with support from executive levels of all partners.
- High level of employee engagement including visible employee leadership.
- Commitment to addressing environmental and policy barriers that impede broad participation in Healthier U.



## **Guiding Principles**

### *Employee driven*

Develop an ongoing system for recruiting and sustaining employees as wellness leaders and volunteers. Engage and support employees to serve as advocates for health and wellness within their work teams.

### *Sustainable*

Develop an infrastructure and sustainable leadership for innovation and activities to support and encourage healthy lifestyles in the workplace. Leverage intrinsic rewards of increased energy and improved well-being vs. extrinsic rewards to foster sustained behavior change over time.

### *Culture of Wellness*

Design and develop a process that inspires innovation, learning, and best practices from all contributing employees throughout the workplace in an effort to produce a high level of employee engagement and a strong sense of community and common interest.

### *Leadership Support*

Cultivate departmental leaders throughout the worksite who understand the positive impact wellness can have on their employees and who actively support and participate in building healthy habits for their employees setting the example for their peers throughout the department.

### *Addresses Barriers*

Identify and address policy and environmental barriers that detract from the health and well-being of employees.

### *Inclusive*

Advocate for all employees, including those with disabilities or limited mobility, to have the opportunities, support and resources to sustain and improve their health and well-being in the workplace.