

NOVEMBER 2024 CHAMPION CHECK-IN NEWSLETTER



STATE OF WELLBEING CHAMPION CHECK-IN

HEALTH AND WELL-BEING PROGRAM UPDATES

November 12 , 2024

- **NOVEMBER MEETING** - Meeting minutes, Agency/Location updates
- **CONNECTION BEFORE CONTENT:** Fun and Light 😊
- **TIPS** – Reach the Unreachable – How to engage the hard-to-reach workforce:
 - *Well-being Tip* – Identify
 - *Advocate Tip* – Who, What, Where
 - *Leadership Tip* – Recognition

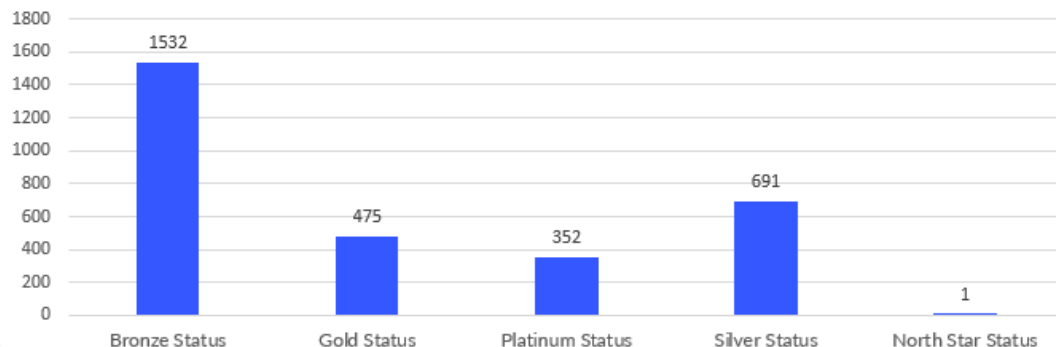


WebMD – Reporting

WebMD – Reporting

- Reviewed WebMD reporting including dashboard, registration rates, status level achievement, and activities through October 31, 2024.

Status Level Achievement



Top Agencies	Eligible Users	Registered Users	Registration Rate	Health Assessment	% Health Assessment
Mn Management & Budget	356	77	21.63%	23	6%
Education Department	460	87	18.91%	18	4%
Human Rights Dept	54	9	16.67%	2	4%
Health Department	1,993	330	16.56%	89	4%
Children Youth & Families Dept	508	77	15.16%	21	4%
Iron Range Resources & Rehab	55	8	14.55%	4	7%
Pollution Control Agency	973	135	13.87%	31	3%
Housing Finance Agency	311	40	12.86%	6	2%
Revenue Dept	1,473	187	12.70%	35	2%
Minnesota IT Services	2,772	326	11.76%	76	3%
Agriculture Dept	488	57	11.68%	13	3%
Commerce Dept	441	49	11.11%	11	2%
Employ & Econ Development Dept	1,530	157	10.26%	34	2%
Natural Resources Dept	2,712	267	9.85%	72	3%
Labor & Industry Dept	565	54	9.56%	11	2%
Administration Dept	552	52	9.42%	13	2%
Veterans Affairs Dept	1,507	141	9.36%	27	2%
Human Services Dept	7,676	600	7.82%	139	2%
Transportation Dept	5,231	309	5.91%	61	1%
Public Safety Dept	2,452	112	4.57%	22	1%
Military Affairs Dept	374	13	3.48%	2	1%
Corrections Dept	5,186	174	3.36%	34	1%

10/31/2024

Webinars - Reporting

Webinars - Reporting

- Reviewed reporting/attendance numbers for Wednesday Work Life Webinars through November 12.

State of Minnesota Well-being Webinar 2024			
Webinar	Date 2024	# Attended	Presenter
The Winter Blues	17-Jan	165	LifeMatters
When Helping Hurts: Burnout, Compassion Fatigue, Vicarious Trauma, Secondary Traumatic Stress	24-Jan	225	EAP - LTD
Emotional Trauma	31-Jan	180	LifeMatters
Dealing with Difficult Personalities	14-Feb	408	LifeMatters
Benefits Change Highlights from a Panel of Experts	21-Feb	257	EAP - LTD/Panel
Impact of Learning Styles in the Workplace	28-Feb	245	LifeMatters
Co-Worker Communication	13-Mar	289	LifeMatters
Workplace Wellness	20-Mar	177	EAP - LTD
Strategies for Getting Ahead	27-Mar	225	LifeMatters
Psychological Safety and Self-Advocacy	3-Apr	266	EAP - LTD
Understanding Mental Health in the LGBTQ+ Community	10-Apr	146	LifeMatters
Dealing with Triggers	24-Apr	376	LifeMatters
Key Conversations	8-May	253	LifeMatters
Minnesota State Retirement System: MSRS	15-May	114	MSRS
Teambuilding	22-May	236	LifeMatters
Get to Know Your Benefits	29-May	360	SEGIP
Ten Steps to Financial Success	5-Jun	343	LifeMatters
Transition to Retirement	12-Jun	399	LifeMatters
Depression	10-Jul	361	LifeMatters
Expressing Anger: Do's and Don'ts	24-Jul	356	LifeMatters
Stress Less: Tips for Relaxation Well-being	31-Jul	300	SEGIP
How to Shake a Bad Mood	7-Aug	373	LifeMatters
Art of Decision Making	21-Aug	392	LifeMatters
First Aid Kit for the Mind	11-Sep	257	LifeMatters
Personal Resilience	25-Sep	341	LifeMatters
Expanding your Sphere of Influence	9-Oct	350	LifeMatters
Building Self-Esteem Through Positive Self-Talk	23-Oct	341	LifeMatters
Foods that Fuel Immunity	6-Nov	285	Omada
Your Holiday Survival Guide: Fitness and Nutrition Edition	13-Nov	211	SEGIP

Webinars – Upcoming Webinars

Upcoming Webinars

- We reviewed the upcoming webinars scheduled for November. Please note that registration is required to attend. All webinars are recorded, and recordings are typically posted on our [Wednesday Well-being Webinars](#) page within 1-3 weeks following the live event. This timeline ensures the recordings are made accessible for all viewers.



The graphic features a woman sitting at a desk with a laptop, looking at a video screen showing a man speaking. The background is a light blue and yellow gradient. The text is in a clean, sans-serif font.

Wednesday Well-Being Webinars

Live from Noon - 1 p.m.

Nov. 6 - Foods that Fuel Immunity

Nov. 13 - Holiday Survival Guide:
Fitness and Nutrition Edition

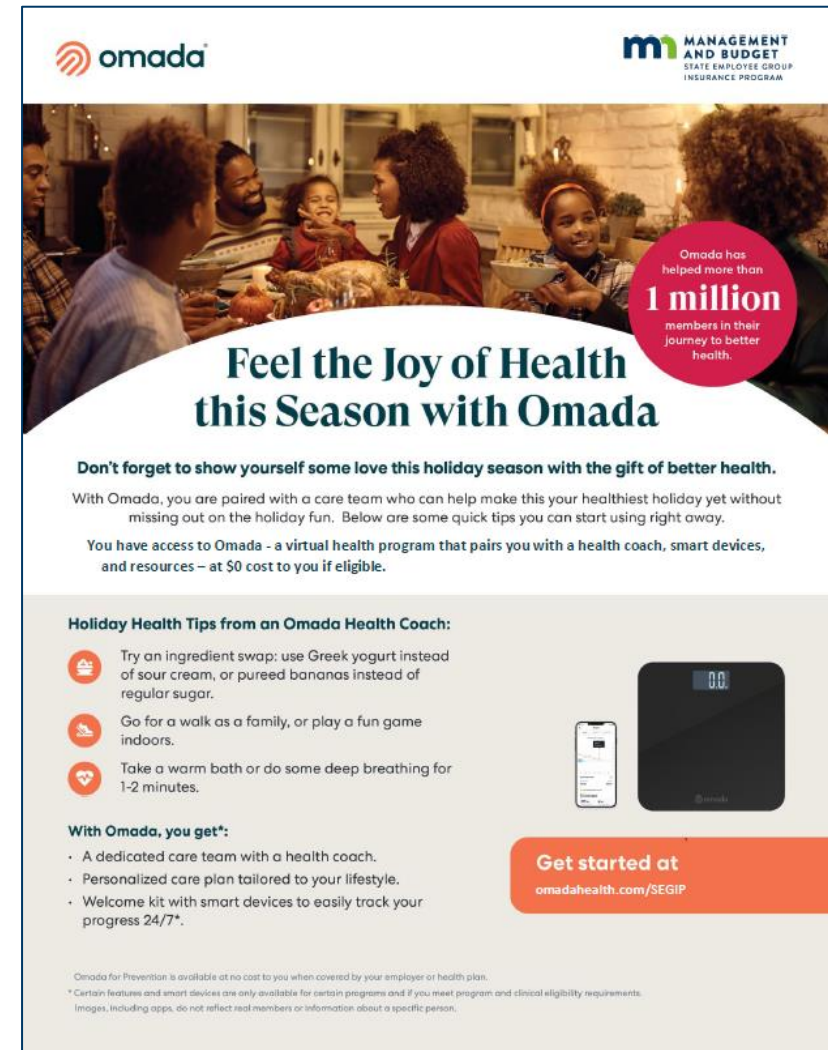
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Webinar Recordings Available

Omada – December Campaign




Omada – December Campaign

- Reviewed December campaign – Healthy Holidays.
- Please see documents:
 1. ***Healthy Holiday – December 2024 – Banner***
 2. ***Healthy Holidays – December – Reference Document***
 3. ***SEGIP – Healthy Holidays – December 2024 - Flyer***




The flyer features a warm photograph of a diverse group of people, including children and adults, gathered around a dining table with food. The Omada logo is in the top left, and the Management and Budget State Employee Group Insurance Program logo is in the top right. A red circular badge on the right side of the photo states: "Omada has helped more than 1 million members in their journey to better health." Below the photo, the headline reads "Feel the Joy of Health this Season with Omada". The text continues: "Don't forget to show yourself some love this holiday season with the gift of better health. With Omada, you are paired with a care team who can help make this your healthiest holiday yet without missing out on the holiday fun. Below are some quick tips you can start using right away. You have access to Omada - a virtual health program that pairs you with a health coach, smart devices, and resources – at \$0 cost to you if eligible."

Holiday Health Tips from an Omada Health Coach:

-  Try an ingredient swap: use Greek yogurt instead of sour cream, or pureed bananas instead of regular sugar.
-  Go for a walk as a family, or play a fun game indoors.
-  Take a warm bath or do some deep breathing for 1-2 minutes.

With Omada, you get*:

- A dedicated care team with a health coach.
- Personalized care plan tailored to your lifestyle.
- Welcome kit with smart devices to easily track your progress 24/7*.



Get started at
omadahealth.com/SEGIP

Omada for Prevention is available at no cost to you when covered by your employer or health plan.
* Certain features and smart devices are only available for certain programs and if you meet program and clinical eligibility requirements.
Images, including apps, do not reflect real members or information about a specific person.

SWC Backgrounds

SWC Backgrounds

- We reviewed newly designed backgrounds for the State of Well-being Champions. Two versions, one light and one dark, have been shared for consideration.



LifeMatters Materials

LifeMatters Materials

EAP vendor LifeMatters monthly promotional content for November 2024. Please review [LifeMatters link](#) for materials. Select “Archives” to review past LifeMatters promotions.

Topics include:


- *Time to Quit*
- *Managing Caregiver Stress*
- *Talking to Elderly Parents About Their Finances*
- *What is Your State of Financial Fitness*
- *November Webinar*

LifeMatters®
Resources for Life. Work. Family. Wellbeing.

Managing Caregiver Stress

While caring for an elderly parent or other loved one can be very rewarding, it may also increase stress levels and could make you more susceptible to illness or exhaustion. These tips may help you manage the responsibility of caregiving:

- **Ask for help.** Caregiving is difficult to do alone. Ask others in your family who live nearby to assist with specific tasks, such as taking the elderly family member to appointments or helping with household chores. It may be helpful to have a family meeting and work out a monthly schedule. If friends offer to help, take them up on it! Make sure to return the favor when they need help with family situations.
- **Use respite care.** Taking periodic breaks from caregiving will help with maintaining both physical and emotional resilience. If family members cannot assist with day-to-day caregiving, ask if they would be willing to help cover the cost of periodic respite care (such as adult day care or home health aide services). For longer absences, look into having the elder stay at an assisted living or skilled living facility on a temporary basis.
- **Sign up for helpful services.** Take advantage of low or no-cost social service programs, such as “Meals on Wheels.” Consider setting up automated delivery services for prescriptions and other needed supplies.
- **Join a support group.** Talking with others who are in the same situation may help you manage stress and maintain perspective. A support group is also a great resource for care ideas and coping strategies.
- **Practice good self-care.** Eat healthy, well-balanced meals and maintain a regular exercise schedule. Aim for seven to nine hours of sleep per night. Keep up with your healthcare appointments. Remember, you won’t be able to care for someone else if you don’t take care of yourself.
- **Reach out.** Some caregivers may fall back on negative coping strategies (such as smoking, drinking, or overeating) to manage stress. Others may feel depressed, anxious, or guilty. If you are struggling, please reach out to LifeMatters for practical resources and emotional support. Help is available 24/7/365.



Tour de Minnesota Challenge

Tour de Minnesota Challenge

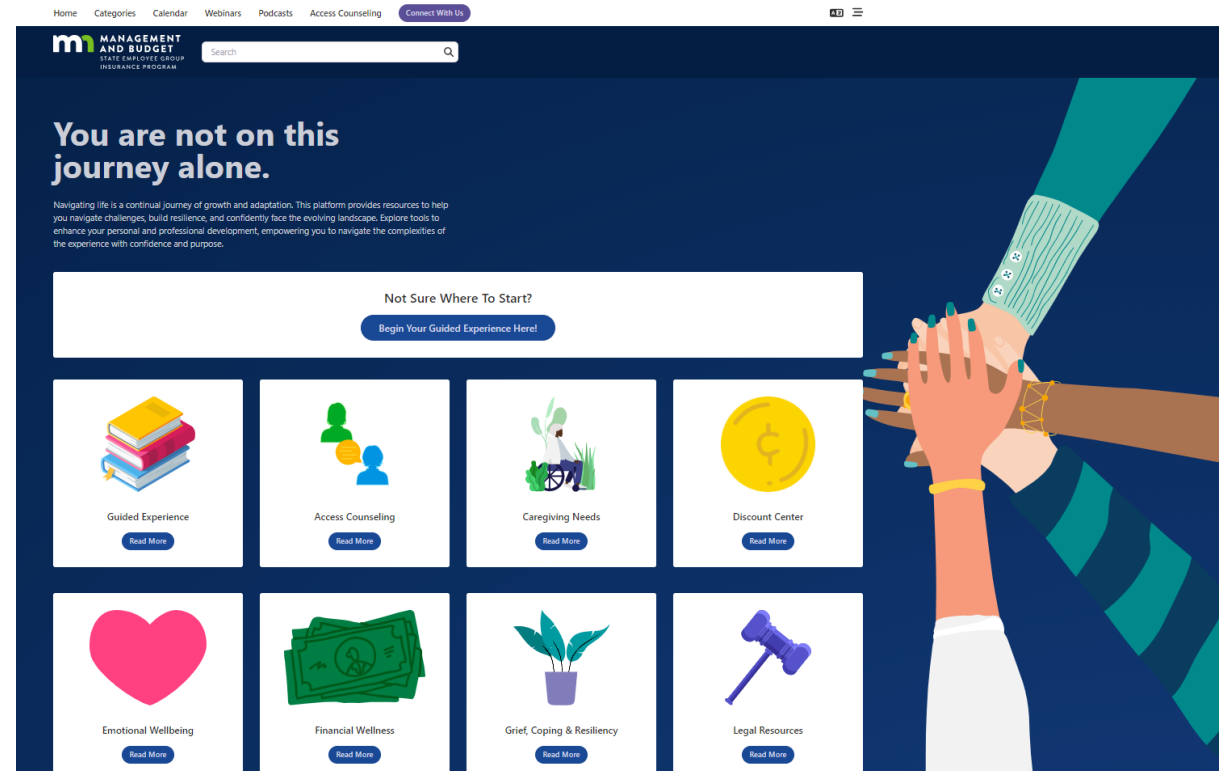
Provided an overview of the Tour de Minnesota challenge, a four-week event combining physical activity and community engagement. Registration runs from 11/4 to 11/25, with the challenge taking place from 11/1 to 12/15. Participants aim to log 30 minutes of physical activity on 21 out of 28 days, earning 25 points toward their next status level. The challenge encourages staying active, discovering new experiences, connecting with others, and celebrating progress along the way.



LifeMatters EAP Web Site

LifeMatters EAP Web Site

Discussed overview of LifeMatters EAP web site. Highlighted various sections such as the Discount Center, Access Counseling, Financial Wellness, and Legal Resources.



Interactive Element – Webinar Poll Questions

Interactive Element

We conducted a webinar poll to gather champion input for the 2025 webinar schedule. Champions provided feedback on topics within Cognitive, Physical, Social, and Economic Well-being. The input received will help prioritize content as we plan for the upcoming year.



Champion Spotlight

Champion Spotlight

The November 2024 Champion Spotlight featured Diana Crear, who has served the State of Minnesota for 16.5 years and has been a State of Well-being Champion since 2016. Her spotlight covered topics including her inspiration to become a champion, recent initiatives, the impact of her wellness efforts, and advice for fellow champions aiming to make a positive difference.



Agency/Location Reporting - Revenue

Department of Revenue (MDOR)

Department of Revenue update:

October:

1. (With the Revenue Safety Committee) Cyber Safety Cop, Clay Cranford, will present a 90-minute webinar to prepare parents to:

- Effectively supervise their children on social media sites, Protect them from online threats, and Restore technological balance to their homes.

Regardless of technological experience, every attendee will walk away with simple, powerful, and compelling messages.

2. Combined Charities Annual Knowledge Bowl

- **November: Kicked off Roving Readers Teams Channel**

- In the Roving Readers Channel on our Team, employees can feel free to share:

- Their favorite reads, books that did not live up to the hype, and releases employees are excited about

- MDOR will also offer discussion prompts and challenges to encourage growth in employees' reading journey.



Agency/Location Reporting - MDVA

Minnesota Department of Veteran Affairs (MDVA)

MDVA update:

- MDVA HealthCare Division qualified for the mspWellness Champion Designation and will be among those Champions honored at the Minneapolis Regional Chamber 2024 annual celebration event on November 19.
- MDVA developed a 10-minute video for our Workplace Wellness Champions to use for New Employee Orientation, introducing the Statewide Wellbeing Program and connecting each work-site to their designated Champions.
- Established digital message boards and will distribute weekly Wellness Wins to all employees in the Healthcare Division via these monitors.



Wellbeing Tip



Identify

Engaging dispersed and diverse workforces can be challenging, especially with remote, high-stress, or unique schedules. Marginalized groups, like working mothers and LGBTQ+ employees, may feel that benefits don't meet their needs. Seasonal and shift workers often lack a strong connection to the company, making outreach even tougher. To improve engagement, consider who needs support most, what makes their needs unique, and which teams already connect with these groups.



Advocate Tip



Who, What, Where

Engaging all employees in health and wellbeing, especially those who feel isolated, is key to improving retention. Disconnected employees are at higher risk of leaving, and replacements can cost twice their annual salary. We can boost engagement by raising awareness, reducing stigma, and making wellbeing programs more accessible.



Leadership Tip



Recognition

Recognizing employees through healthy competition across sites or business units can be highly effective, even without monetary rewards. Physical trophies, medals, and leaderboards boost motivation and allow for friendly bragging rights. Site scorecards help track wellbeing impact with metrics like employee satisfaction, reduced sick leave, and fewer accidents.



Meeting Recording Link

November
State of Well-being
Champion Meeting
Recording



RECORDING TIME STAMP	
Connection Before Content	3:10
WebMD	5:50
Wednesday Work Life Webinars	9:48
Health & Well-being Updates	12:40
Targeted Communication/Highlight	28:00
Interactive Element	44:15
Champion Spotlight	49:50
Champion Reporting	54:51
Wrap Up and Q&A	56:30

QUESTIONS?



- **SEGIP Health and Wellbeing**

<https://mn.gov/mmb/segip/life-and-well-being/>



- **WEB**

webmdhealth.com/segip



- **EMAIL**

work.well.mmb@state.mn.us



- **SUPPORT**

WebMD Customer Service: 866-696-7322

Available: Monday – Friday; 7:30 am – 7:00 pm CST

[Contact WebMD](#)