



**DID YOU KNOW...**

Studies report that taking regular breaks during the work day can improve productivity and mental acuity, reduce fatigue, relieve joint or muscle pain, and increase overall alertness. So take a break! Want to really amp it up? Take a stretching break! Visit [uleth.ca/wellness/hr/stretchandstrengthen](http://uleth.ca/wellness/hr/stretchandstrengthen) for a program that of stretching and strengthening exercises that can be done at your desk, out on the job, or at home!

University of  
Lethbridge



## BREAKS

We asked you how often you take breaks. Here is what survey respondents had to say:

15 minute breaks only	<b>5.0%</b>
Irregular, unscheduled break that are less than 15 minutes	<b>26.0%</b>
Lunch breaks only	<b>27.6%</b>
Short breaks and lunch	<b>28.5%</b>
No breaks	<b>12.4%</b>

When asked to rate the extent to which you think the University of Lethbridge as an overall organization currently encourages positive health and wellness practices for employees.

**Fully or Quite Encouraging (281) 51% of respondents**

## WHAT IS IMPORTANT TO YOU?

You filled out the survey, we shared the data, so what does it all mean? The University of Lethbridge Wellness Committee has heard great recommendations and comments such as:

- Healthy food options on campus are important
- More education and awareness sessions on the Employee Family Assistance program
- When it comes to stress, people appreciate the variety of good programs, however work schedule & perceived lack of support reduces utilization
- Implement Coping and Resiliency sessions for staff
- Calgary/Edmonton campus involvement in wellness programs
- Start the following:
  - Active Walk - mapping out a campus walking/running map – not only for staff/faculty but visitors to campus, students
  - Utilize expertise of campus community

## 2015 HEALTH & WELLNESS EMPLOYEE SURVEY RESULTS SUMMARY

**With the help of an independent survey company, Wellness & Recognition surveyed U of L employees. The goal was to capture trends, identify health and wellness programming and improve where possible. 574 employees (or 49.4% responded).**

**For more information on reducing stress, increasing wellness, and for wellness initiatives and activities on campus, visit our website [uleth.ca/hr/wellness](http://uleth.ca/hr/wellness)**

**DID YOU KNOW...**

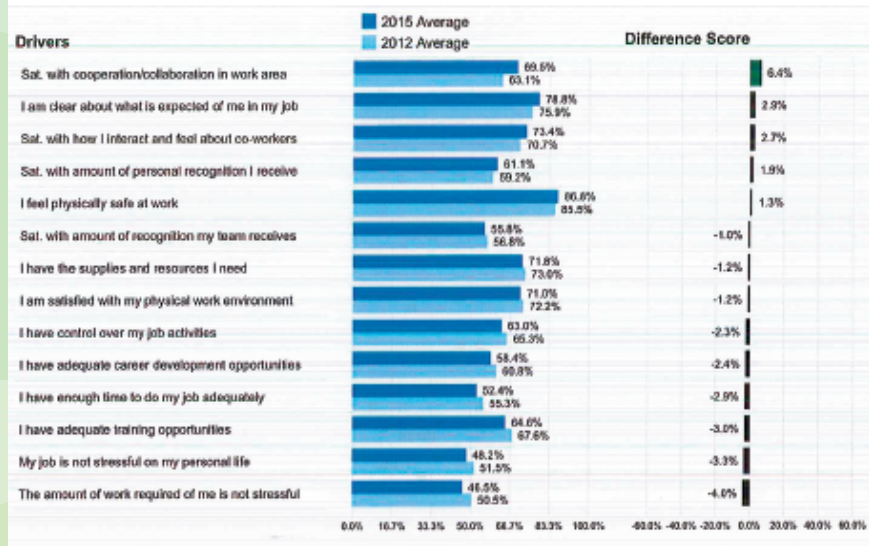
With the confidential Employee Family Assistance program you can access in person counselling. It's free for employees under the benefit plan. 1-800-663-1142 – is available 24/7 to set up appointments or provide assistance/information.

**86.8% of employees feel safe at work**  
**78.8% of employees are clear about what is expected in their job**  
**73.4% of employees are satisfied with how they interact and feel about their coworkers**

**WHERE WE IMPROVED**

69.5% of employees are satisfied with cooperation/collaboration in their work area, an increase of 6.4% from 2012!

**Year-Over-Year Analyses (2015 to 2012)**



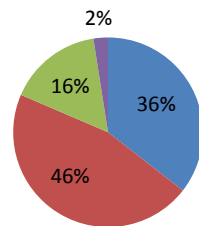
64.6% think there are adequate training opportunities while 58.4% have adequate career opportunities.

**STRESS**

46.5% of employees surveyed said the amount of work required is not stressful while 48.2% say my job is not stressful on my personal life.

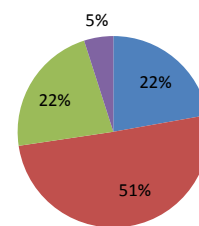
**Stress in Personal Life**

Minimal Moderate High Extreme



**Stress at Work**

Minimal Moderate High Extreme



**DID YOU KNOW...**

You are eligible to receive a free ergonomic assessment! Contact Suzanne McIntosh at wellness@uleth.ca or 403.332.5217. What is an ergonomic assessment? Also referred to as workstation assessments, it ensures that a worker's workstation is ergonomically designed to minimize the risk of injury and maximize productivity. For further information on ergonomics visit [uleth.ca/hr/wellness/content/ergonomics](http://uleth.ca/hr/wellness/content/ergonomics)

**WELLNESS @ WORK**

**Ergonomic Assessment results**

- I have had an ergonomic assessment and it has made a difference **29.4%**
- I have had an ergonomic assessment and it has not made a difference **10.0%**
- I have not had an ergonomic assessment, but I am aware this service is available **37.8%**
- I have not had an ergonomic assessment, but I was not aware this service was available **18.7%**
- No and I don't know what an ergonomic assessment of my workstation is **4.1%**



**DID YOU KNOW...**

U of L Faculty & Staff are encouraged to seek out job relevant training opportunities and to grow our staff from within. Visit [uleth.ca/hr/events](http://uleth.ca/hr/events) for a calendar of training opportunities.

**DID YOU KNOW...**

Planning and organization at work and home can greatly reduce stress. Take a look at this great article for tips and tricks. [helpguide.org/articles/stress/stress-at-work.htm](http://helpguide.org/articles/stress/stress-at-work.htm)