



venova™
WELLNESS

5 Low-Pressure Strategies to Influence Your Team's Well-being Today

Ignite your team's wellness potential

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Your workbook action steps

- *Learn the respective strategies*
- *Complete the checklist at the end*
- *Integrate improvements*
- *Practice these habits daily*
- *Reach out to us for support if needed*

Start with yourself

“What unhealthy messages - spoken and unspoken - might I be sending to my team?”

A great leader always starts with themselves when it comes to eliciting change within their networks. All we can really control is our own behaviors. And we better be sure that our actions align with what we say. Asking our team to live healthier, or trying to get buy-in on an initiative when we aren't focused on our own health tends to be interpreted through very speculative eyes.

Look at the behaviours you are sharing with your team. If you are preaching better work life integration / balance, yet send work emails late into the evening consistently each week, ask yourself if that is reflective of what you are trying to achieve.

Opening up and admitting faults, or asking for insights does not make you appear weak. It makes you appear more human. Being more human means there is more connection. More connection means greater psychological safety. Greater psychological safety leads to a happier and healthier team.

Align identity, values, and goals

“Why do I really want this change for my team, and what amazing things would happen?”

Every wellness initiative should be tied to a larger purpose - a story. Story carries much more emotional weight than facts, advice, or any single piece of information. Emotion is a catalyst for change. Try to uncover the real reason for change. Get to the feeling.

The best place to start: Pull from experience and share your story. A greater leader starts with change by leading the charge. What left a major impact in your life that was the result of impaired health, or from improving your health? Or maybe it was someone close to you that made you reflect?

What do you *identify* as? *“I’m someone who...” / “Our team is a group who...”*

What do you *value*? *“It’s important to me that...” / “It’s important to the team that...”*

What are your *goals*? *“I’d feel happy when we accomplished...” / “We’d feel happy when we...”*

How can you create *alignment* with all 3? *“Why is this all so important? What’s the deeper narrative?”*

Leverage your wellness champions

“Who on my team could really amplify and help this cause?”

Look to find a select group of individuals that have the KASH necessary to support change within your team. KASH stands for **knowledge, attitude, skills, and habits**. You want to find others of influence that can champion your initiative. It's with these individuals that you will establish an accountability system to ensure constant promotion of your initiative. Having others support will help take you further than you could have ever gone alone

Passion is important, as it can act as an energy source for commitment to the cause. But it's not enough. Our champions have to have the knowledge & skills necessary to execute strategic planning, and make the tactical improvements to current wellness systems. They must also walk the walk, and have their words aligned with their actions!

Tip: *Don't just look for the fitness warriors to support this cause. Look to those that your team will hear, understand, and want to support. Relatableness is an important trait.*

Create accountability systems

“Who am I holding accountable, and who is holding me accountable?”

Everyone should have someone to hold themselves accountable to, as well as being the person that holds another accountable. This system must have an inherent trust component. Building trust comes through the frequency of positive connections and commitments (that are followed through on).

What if you created a system where every new member of your team was paired up with a current team member? Then after a set amount of time — say a week or a month — they in turn had to hold the next newest member accountable? An accountability system doesn't have to look anymore complicated than simply meeting up once a week to chat about commitments and how the process is coming along. **But there needs to be a cadence and rhythm.**

When everyone can work together towards a common goal, and do so within a culture that values constant, transparent, and relevant communication, amazing things can happen.

Question to encourage intentional inquiry and accountability

- *“Do you feel that I am doing these tasks with my full ability?”*
- *“Tell me more about _____. Let's explore this in more detail?”*
- *“When you did _____, that really helped. What was your thought process here?”*

Enhance the environment

“How can I reduce friction to healthy choices, while increasing friction to unhealthy choices?”

We have to make sure that our environments will support the changes we desire. Making a plan to eat healthier, only to come home to chips on the counter and soda in the fridge is going to make change much harder. Our environments have a profound impact on our health - more so than we care to believe.

Ask yourself if there are any triggers or cues in your environment that may lead your team to making unhealthy choices. Then ask yourself how you can “1% better” these triggers to lead to healthier choices.

E.g. Leave a fruit bowl out on the counter each day with fresh fruit or even some vegetables. Or if bringing a treat such as donuts to the office, move them away from the desks after everyone has grabbed one so they don't feel tempted to go back for more. If mental health is extremely important to you (as it should),, create a quite and safe space for individuals to meditate, breathe, or listen to music on their own.

- *Is your physical environment conducive to your health goals?*
- *Can you create triggers or cues in your environment to spark a positive action?*
- *What changes could entice more movement and mindfulness?*

Influence Checklist

Yes or No, answer respective questions **Name:**

Date:

	Yes or No	What's the roadblock? What can improve? What can be leveraged? Who helps or hinders? What's the next tactical step you can take in 5 minutes?
Self-reflected on own behaviours/habits		
Aligned identity, values, and goals into a story		
Leveraged key wellness champions		
Created an accountability system		
Enhanced environment to cue healthier choices		

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Get wellness support today

Okay, so you're now an influence ninja and have all of this down, but still feel that you require additional, objective support.

Let's get in touch so we can take your team's well-being to the next level!

Email: paul@venovawellness.com

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