

The Feel Good Series

Onsite Yoga and Guided Meditation



Today's Objectives

1. Experience the mental benefits of practicing yoga and guided meditation.
2. Experience the physical benefits of yoga and guided meditation.
3. Understand how to build an onsite yoga/guided meditation practice in a workplace setting.

How are we doing at HealthEquity?

WELLNESS PROGRAM 2016

HealthEquity®

HEALTH EQUITY
WELLNESS PROGRAM



2016 RISK SITE WELLNESS CONGRESS

HEALTH RISK ASSESSMENT

? ? ?
Why complete the health risk assessment?



- 1 Drives wellness activities and initiatives for the upcoming year
- 2 Helps allow you to earn your Wellness dollars
- 3 Brings awareness of health risks
- 4 Promotes healthy living

Testimonials:

"Because of the wellness program my husband went and got physical. He was diagnosed with prostate cancer; this program saved his life."

"Great to earn extra dollars!"

"I didn't expect to be able to participate much since I work remotely, but was pleasantly surprised at the accommodations made for those of us who do not work in Draper."

WELLNESS PROGRAM DEFINITIONS

Movement: Staying active, stretching and strength training to promote physical and mental health.

Nutrition: Consuming a nutritious diet and drinking water.

Intellectual/Emotional: Realizing your potential, managing stress, being productive and contributing to the community.

Values: Living a life that reflects your principles and beliefs.

Social: Having positive, meaningful relationships with others.

2015 EVENTS ACCOMPLISHMENTS & RESULTS

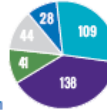
Program participation earn wellness \$

45%



MOVEMENT AND NUTRITION

1. Organized physical activity
2. Nutrition lunch 'n learn series
3. Activity tracking log
4. Biggest Loser competition
5. Little Biggest Loser competition



Top 5 activities completed:
2014 169 lbs lost
2015 596 lbs lost

MENTAL AND INTELLECTUAL:

Stress Less Week:

- Stress management classes
- "Walk it out"
- Massage

SOCIAL / VALUES:

Campaigns and activities raised:

671 lbs Clothing drive

\$6,075 Helping Hands



Corporate Cup 5k



Color Run



AED training



Golf scramble



Heart Walk 5k



CPR training

COMMUNITY AND COMPANY EVENTS

TOP 3 AREAS TO FOCUS ON FOR 2016

WHERE WE'RE HEADED ROAD MAP:

- 1 **Physical**
 - Decrease average BMI and waist circumference
 - Improve regular dentist visits and routine self exams
 - Increase regular preventive exam
- 2 **Mental and emotional**
 - Manage average blood pressure
 - Improve balance of work/life
- 3 **Financial**
 - 401k and Advisor lunch n learns
 - 1x1 sessions and educational emails



Most common reported health conditions

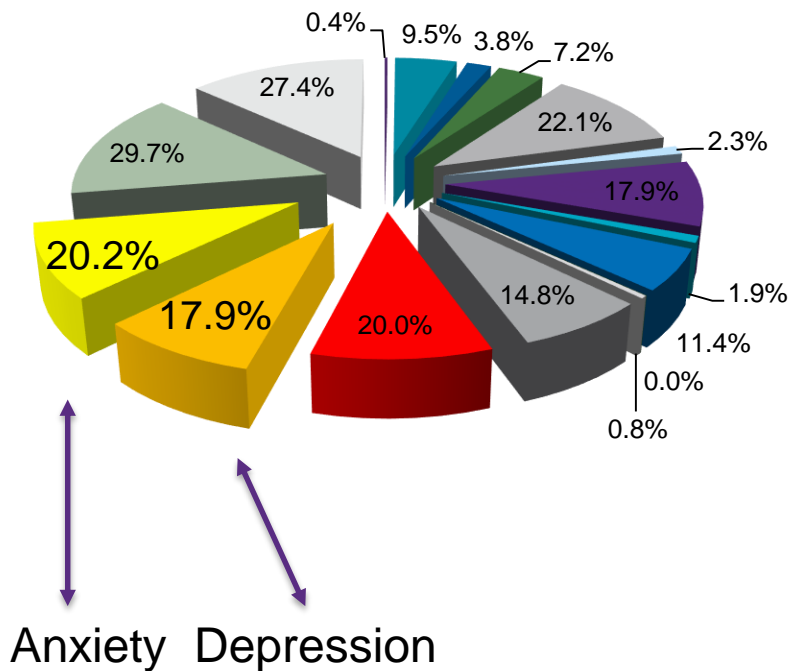


COMING ACTIVITIES TO ADDRESS TOP HEALTH CONCERNS:

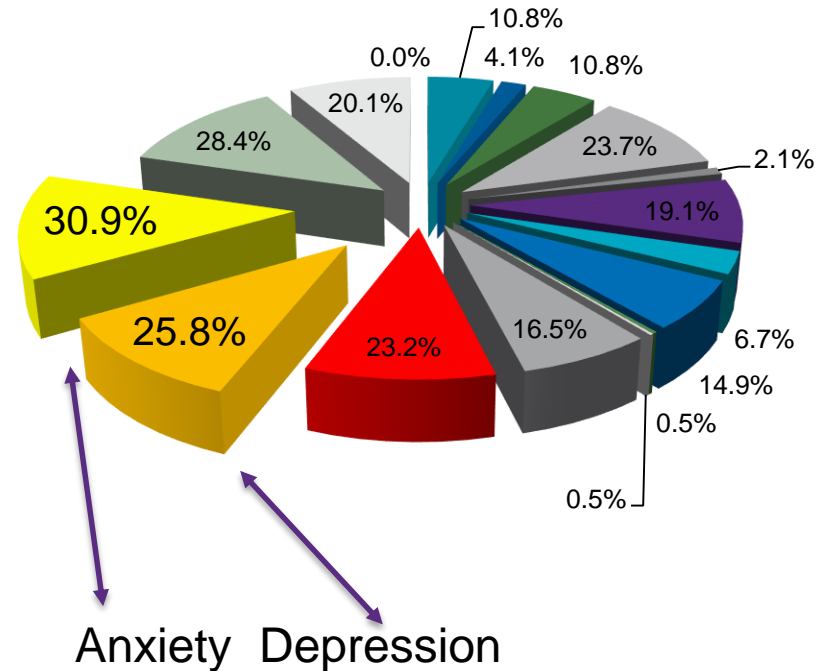
Back pain	Depression	High cholesterol	Anxiety	Headaches
Ergonomics intervention	Depression screening	Nutrition lunch n learn and healthy smoothie events	Stress management classes and Stress Less Week	Water drinking and sleep campaigns

HQY Stats

2015 Wellness Assessment Self-Reported Health Concerns



2016 Wellness Assessment Self-Reported Health Concerns



Self-reported anxiety has increased by 10%, and depression by 8%

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2016 HQY Wellness Initiatives



COMING ACTIVITIES TO ADDRESS TOP HEALTH CONCERNS:



The Feel Good Series

Program Administration



The Feel Good Series Program Outline

1. Interest Survey for yoga/guided meditation time slots
2. Instructor Interviews/Test Sessions
3. Resource Allocation
4. Marketing
5. Program Launch/Execution
6. Ongoing Tracking/Evaluation/Adjustments

*** 1. Please select the department/team that you work in.**

- ☐ ARM
- ☐ Employer Services
- ☐ Executive/Support Services
- ☐ Finance
- ☐ Legal
- ☐ Member Services
- ☐ Operations
- ☐ Partner Services
- ☐ People
- ☐ Product
- ☐ Reimbursement Accounts
- ☐ Sales/Marketing
- ☐ Technology

2. Please select your role.

- ☐ Individual Contributor
- ☐ Team Leader / Supervisor
- ☐ Manager
- ☐ Director
- ☐ VP/SVP/EVP

Interest Survey

Interest Survey (cont)

3. Please select the time(s) you would prefer to come to this year's onsite yoga classes.

	8am	10am	12pm	2pm	3pm	4pm	5pm	6pm
Monday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tuesday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wednesday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thursday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Friday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. If you have had a positive experience with HQY's onsite yoga we'd love to hear about it! Tell us more here.

Finish

Guided Meditation- Headspace Subscriptions

\$12.95 monthly

\$95.88 annually

\$149.76 bi-annually

\$419.95 permanent



Guided Meditation Session Flow

1. Log into headspace
2. Log into the dial-in
3. Pull up the display on the dial-in
4. Take note of how many participants there are and send to Wellness Team
5. Explain what guided meditation is (see document)
6. Explain how it affects the brain (see document)
7. Turn off the lights
8. Begin the session

Guided Meditation Intro Document

Guided Meditation

What is guided meditation?

In guided meditation participants are led by a narrator through a progressive awareness and relaxation of the body and mind. Participants are often lead to engage in visualization and generating mental imagery that may simulate or re-create sights, sounds, smells, movements, feelings, and images.

Guided meditation is one of the easiest ways to enter into a state of deep relaxation and inner stillness, and it's one of the most powerful ways to eliminate stress and bring about positive personal change.

Guided Meditation Intro Document

How does guided meditation work?

The brain does not distinguish between an imagined event and a real one, so the experience you have with a guided meditation is very similar to having a real experience. Part of the benefit of guided meditation is that you can bring about change in your body by using your mind, including activating muscles and changing your biological state.

When you experience something in real life your brain changes its neural pathways, and will pass on information to your subconscious mind to store for future use. Your brain does not distinguish between a real event and an imagined event. So if you imagine something in your mind, your brain takes it that you've actually experienced what you were imagining and forms new neural pathways to be stored for future use. For example, if you are trying to get better at sports and you imagine practicing the sport in your mind, the muscles in your body are being activated and actually strengthen in result.

While you are in the deeply relaxed state of mind brought about by guided meditation, your subconscious is open to positive suggestions. For example, a guided meditation might be tailored towards personal empowerment and positive thinking, emotional healing and growth, or simply the sheer pleasure of experiencing profoundly deep relaxation.

Guided meditation can be relaxing, but also enhance your sense of self that transforms your perspective in positive ways, and that inspires you to live life to the fullest.

Guided Meditation Intro Document

How Anxiety and Meditation Change the Brain

Anxiety doesn't just make you feel bad, it actually changes the structure and function of your brain. It decreases the size of the hippocampus, the part of the brain considered the seat of the memory. Conversely, it increases the size of the amygdala, the area fo the brain responsible for the fear response, causing you to become even more anxious and fearful. Stress, fear, and anxiety trigger the release of stress hormones and cause imbalances in neurotransmitters, brain chemicals that enable brain cells to communicate with each other. But regular meditation not only can reduce anxiety symptoms, but also actually reverse the changes to your brain caused by anxiety. It increases the volume of the hippocampus. Meditation reduces both the reactivity and the number of neurons in your amygdala, making you more resilient to stress. It helps restore a better balance of neurotransmitters. Meditation can improve your mood by increasing levels of serotonin, your 'happiness molecule'. It can increase levels of GABA, the relaxing neurotransmitter called the brain's 'natural Valium'. Meditation reduces the level of the stress hormone cortisol which significantly contributes to anxiety, depression, sleep disorders, and memory loss. It increases blood flow to the brain and neural connectivity between various areas of the brain. It reduces brain inflammation which is associated with anxiety, depression and other mood disorders. Meditation can reduce the symptoms of anxiety disorders, panic disorders, depression, adult ADHD, fears, and phobias. Meditation can future-proof you against age-related mental decline, including Alzheimer's.

As those with anxiety will attest, racing thoughts create a vicious cycle of worry and anxiety. Meditation immensely helps with stopping obsessive thinking. Meditation can reduce rumination, even in those with lifelong mood disorders. It decreases the tendency to worry and improve your control over random unwanted thoughts. Meditation can, in fact, change the way your brain responds to stress.

Any habit is hard to break because of the strong neural pathway that you've created for that activity through constant repetition. Few habits are harder to break than negative patterns of self-talk. Most people have around 50,000 thoughts every day and a surprisingly large number of these thoughts are negative. Fortunately, your brain has an endless capacity to change- a characteristic known as neuroplasticity. Meditation rewires your brain to be more focused on the present instead of worrying about the future and ruminating about the past. And by so doing, you are essentially training your brain to be less anxious.

References

<http://bebrainfit.com/guided-meditation-anxiety/>

<http://www.chopra.com/ccl/guided-meditations>

Initial Communication



As a follow up to Stress Less Week, the Wellness Team is happy to announce **free onsite yoga classes** during the month of June to help team members de-stress! Weekly classes will be held in the **Purple Palace** at the below times and available on a first come, first served basis. Classes are BYOM (bring your own mat), so don't forget to put it in your car!

Yoga is a great form of stress relief that may also help relieve some of the top health concerns noted from the 2016 HQY Wellness Assessment responses, including:

- ✓ **back pain**
- ✓ **depression**
- ✓ **anxiety**
- ✓ **headaches**

HQY Yoga Date + Time
Friday, 6/3, 2p-3p
Monday, 6/6, 2p-3p
Friday, 6/10, 3p-4p
Monday, 6/13, 2p-3p
Friday, 6/17, 2p-3p
Monday, 6/20, 2p-3p

HealthEquity presents:

THE **FEEL GOOD** *series*

GUIDED MEDITATION

Tuesdays

12:00 pm - 12:30 pm

Fridays

10:00 am - 10:30 am

ONSITE YOGA

Mondays

2:00 pm - 3:00 pm

Fridays

2:00 pm - 3:00 pm

See the wellness calendar on the Exchange for event locations each week, as they will vary.



Ongoing Announcement

Team Member Feedback- Meditation

I loved the Meditation. It really relaxes me I think I will do it more.

The guided meditation was by far the most rewarding event I attended. Music therapy was a close second. Meditating and music can go a long way in helping to relieve stress.

I loved using guided meditation as a way to control the non-stop thoughts going on in my head.

I liked the guided meditation strategies. I learned some ideas of looking outside of my regular tools.

Meditation! I'm very intrigued at incorporating this into my life to help at work and at home!

I use the guided meditation app all the time. It was nice to know that it was normal to have some feelings and a wandering mind. I also learned that art can really help you feel relaxed and feel better about your situation.

I learned about meditation and Headspace. Will be using that along with yoga to help manage stress.

The guided meditation was awesome! I will be looking into that in the future.

Team Member Feedback- Yoga

- a. I was only able to make it to a couple of classes, but I was very impressed with how great it made me feel for that day, and how well I could stay focused.
- b. I LOVED the yoga program! I always felt revitalized and more focused coming back from the experience. It was a healthy challenge during the day to remind me I can do hard things.
- c. Instructor was very good. Perfect time for classes.
- d. I loved how peaceful it was.
- e. I'd like to try it.
- f. Assisted with recovery from other workouts and helped with my soreness. It was also very relaxing and helpful for my mind and body as it broke up my day.
- g. There have been multiple times when I was feeling stressed and overwhelmed, but after going to yoga I came back to work refreshed, invigorated, and more mentally and emotionally prepared to do my job!
- h. I like that as the fat girl I did not feel awkward during the yoga session.
- i. I haven't done it yet, but I would love to take advantage of this.
- j. I loved having Yoga at the office, it helped me focus
- k. I got to attend a class with only one other participant, it was relaxing and enjoyable. I love that the company does this.

Yoga Instructor

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Questions?



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THANK YOU!