



# CELEBRATING YOUR IDEAS—

## CRAFTING WORKPLACE WHERE YOUR VOICE TAKES THE LEAD

UMASS & JEDDY WELLNESS



### WORK-LIFE BALANCE:

**Flexibility and Scheduling:** Exploring flexible schedules to accommodate diverse needs and preferences

**Clear Work Boundaries:** Establishing and communicating clear boundaries to foster a healthier work environment.

**Priority Management:** Emphasizing the importance of prioritization to enhance efficiency and reduce workload stress.



**Respect for Personal Time:** Committing to a culture where management respects employees' personal time outside of work hours.

**Vacation Planning:** Encouraging proactive vacation planning to ensure a seamless and restful time off.

**Wellness Breaks:** Introducing wellness breaks, including walking chairs and yoga, to promote physical and mental well-being during work hours

**Family and Work Boundaries:** Advocating for clear boundaries between family and work life to create a more focused and uninterrupted work environment



### WELLNESS INITIATIVES:

**Outdoor Activities:** Encourage a daily routine of stepping outside during lunch, taking walks, and exploring group trail walks for both physical activity and a mental refresh.

**Stress Management and Relaxation:** Implement strategies for stress reduction, including reminders for breaks, effective vacation planning, and fostering micro-mental health practices.

**Autonomy and Creativity:** Foster a culture that allows for autonomy and free time, providing employees with the space to think creatively and contribute innovative ideas.

**Physical Fitness and Recreation:** Promote physical well-being through walking clubs, group trail walks, and reminders for brief physical activities, enhancing overall health.

**Leadership and Cultural Wellness:** Establish a cultural priority for everyone's well-being, exemplified by leadership leading by example in embracing wellness initiatives.

**Health and Well-being Support:** Support employees' health by providing reimbursement options, suggesting wellness improvements in HP, and ensuring strategies for work continuity during absences.

**Community and Mental Health Awareness:** Emphasize mental health with campus-wide mental health days (regularly) and regular walks to build a supportive community that encourages open conversations.



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## COMMUNICATION AND SUGGESTIONS:

**Effective Communication Channels:** Enhance communication by fostering open dialogue and embracing digital suggestion boxes to encourage anonymous and transparent feedback.

**Accessible Lunch Spaces:** Create a conducive environment for relaxation and connection by providing designated lunch areas, such as the library, and promoting the importance of breaks.

**Innovative Meeting Formats:** Encourage dynamic and healthy discussions through walking meetings, promoting both physical activity and effective communication.

**Community Engagement:** Highlight the importance of wellness by establishing campus-wide suggestion boxes, reinforcing a culture that values the input and well-being of every individual.



**Streamlined Feedback Process:** Facilitate easy and quick feedback submission with the introduction of suggestion boxes equipped with QR codes, ensuring a user-friendly and efficient process.



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## LEADERSHIP AND WORKPLACE CULTURE:



**Cultivating a Graceful Culture:** Promote a workplace environment that values understanding and empathy by fostering a 'grace culture,' encouraging patience and support in day-to-day interactions.

**Leading by Example:** Instill a culture of leadership by exemplifying the desired values and behaviors, emphasizing the importance of 'leading by example' at all levels of the organization.

**Managerial Prioritization:** Empower managers and mid-managers to prioritize a healthy work-life balance and well-being, setting the tone for the entire team through a commitment to 'leading by example.'



## REMOTE AND FLEXIBLE WORK OPTIMIZATION:

Streamline the remote and flexible work experience by **implementing hybrid solutions, flexible scheduling options, and effective time-blocking strategies** to enhance employee collaboration and productivity while respecting individual work preferences and flow states.

## FAMILY AND WORK LIFE INTEGRATION:



Support a harmonious blend of family and personal life by acknowledging **the need for clear boundaries between work and home**, and exploring convenient on-campus daycare options to facilitate a well-balanced professional and personal life