

Living and Working Healthy and Well

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Goals and Takeaways

- Establishing healthy lifestyle practices
- Physical, mental and social health
- Challenges, caregiving and beyond

Healthy Lifestyle Practices

- SELF-CARE
- WELL-CARE
- WELL-AT-WORK



Establishing Healthy Lifestyle Practices

1. What's the "WHY"

- Personal value, meaning and importance of a behavior
- Purpose and personal reasons

2. Crystal clear

- What you want to do and how
- Build if-then plan

3. Always awareness

- Pay attention to current habits
- Identify one to change in some way

Establishing Healthy Lifestyle Practices

4. Choose choices

- What habits do you like?
- Which habits are you willing to take steps to change?

5. Sticking stacking

- Attach a new habit to something you already do regularly
- Habit stacking: connect a new habit with an established habit

6. Simple step

- One small step adds up to powerful new habits
- “Two-minute rule”—Break the habit into 2 minutes or less

Physical, Mental and Social



Physical Well-Being

Move more. Eat better.

Physical, Mental and Social



Mental Well-Being

How individuals think,
feel and behave.

Physical, Mental and Social

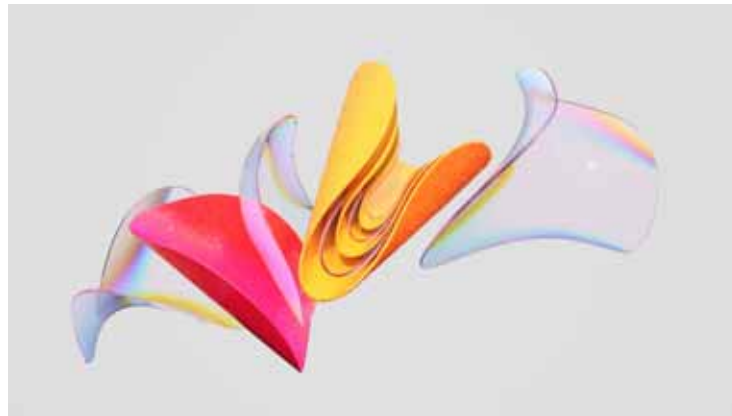


Social Well-Being

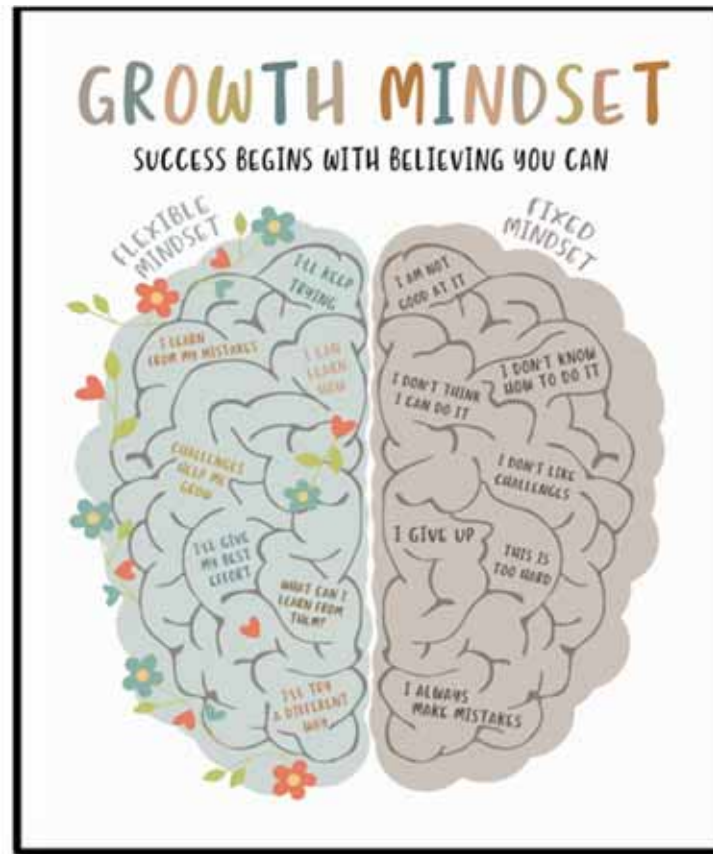
Connect with others.

Challenges, Caregiving and Beyond

Resiliency is the *ability* to *adapt* when faced with *adversity* to grow beyond, personal development, and *arrive* on the other side an even better version of ourselves.



Challenges, Caregiving and Beyond



Across the Work-Life Span

- REPRODUCTIVE YEARS
 - Family planning, fertility, pregnancy and post-partum
 - (20s and 30s)
- THE MENOPAUSAL YEARS
 - Premenopause, perimenopause and menopause
 - (40s and 50s)
- PAST THE PAUSE
 - (60s+)



Across the Work-Life Span—Employee

20s + 30s

The REPRODUCTIVE YEARS:

- Family planning
- Fertility
- Pregnancy and post-partum



Screening Guidelines—20s + 30s



- 20s: Cervical cancer, STI, HPV
- 30s: Pregnancy, fertility, diabetes

Across the Work-Life Span—Employer

CREATIVE SOLUTIONS

REPRODUCTIVE YEARS (20s + 30s):

- **Increase policy limits**
- **Expand workplace flexibility**
- **Build better parental leave policies**
- **Expand eligibility for fertility benefits**
- **Maternal mental health**



Across the Work-Life Span—Employee

40s + 50s

THE MENOPAUSAL YEARS:

- Premenopause
- Perimenopause
- Menopause



Impact

- **Menopausal** women account for 30% of the workforce
 - 6,000 women enter menopause daily
 - 3 out of 4 women experience menopausal symptoms
 - 1 in 4 experience serious symptoms
- Average time spent in **menopause** is 7 to 10 years
 - Some estimates up to 14 years = 20% of a woman's work span
- Add in **perimenopause**, 30s to early 40s, adds 8 to 10 years = 34% of a woman's work-span years

Screening Guidelines—40s + 50s



- 40s: Breast cancer, menopause, colorectal
- 50s: Cancer screening, heart disease/stroke, bone health, colorectal

Across the Work-Life Span—Employer

CREATIVE SOLUTIONS

MENOPAUSAL YEARS (40s + 50s):

- Ask employees
- Build menopause policy
- Connect menopause to well-being
- Flexibility
- Creative benefits



Across the Work-Life Span—Employee

PAST THE PAUSE (60s):



Screening Guidelines—60s

- Mammogram
- Pelvic, pap
- Eyes
- Hearing test
- Bones
- Colorectal
- Aneurysm



Across the Work-Life Span—Employer

CREATIVE SOLUTIONS

PAST THE PAUSE (60s):

- **Appealing benefits**
- **Schedule flexibility**
- **Additional training**
- **Creative benefits**
- **Phased retirement**



Key Takeaways

- Incorporate healthy lifestyle practices
- Weave in physical, mental and social health
- Address challenges, caregiving and beyond



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