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## A Virtual Workplace Wellness Program for Remote Workers

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CAPSTONE PROJECT  
PRESENTATION

# A Virtual Workplace Wellness Program for Remote Workers

By Janelle Candaza, OTD/S, CNP, CEAS

Faculty Mentor: Dr. Wise, OTD, OTR/L

Site Mentor: Anabelle Canty, OTR/L, Business Development Specialist

# Background

- Workplace Wellness Programs
  - Purpose: to support healthy behavior among employees and to improve health outcomes.
  - Varies per program
    - Area of health they target
    - The means which they provide support
- Why virtual workplace wellness?
  - Increase in individuals that work from home (WFH)
  - Personal passion and experience

# Background

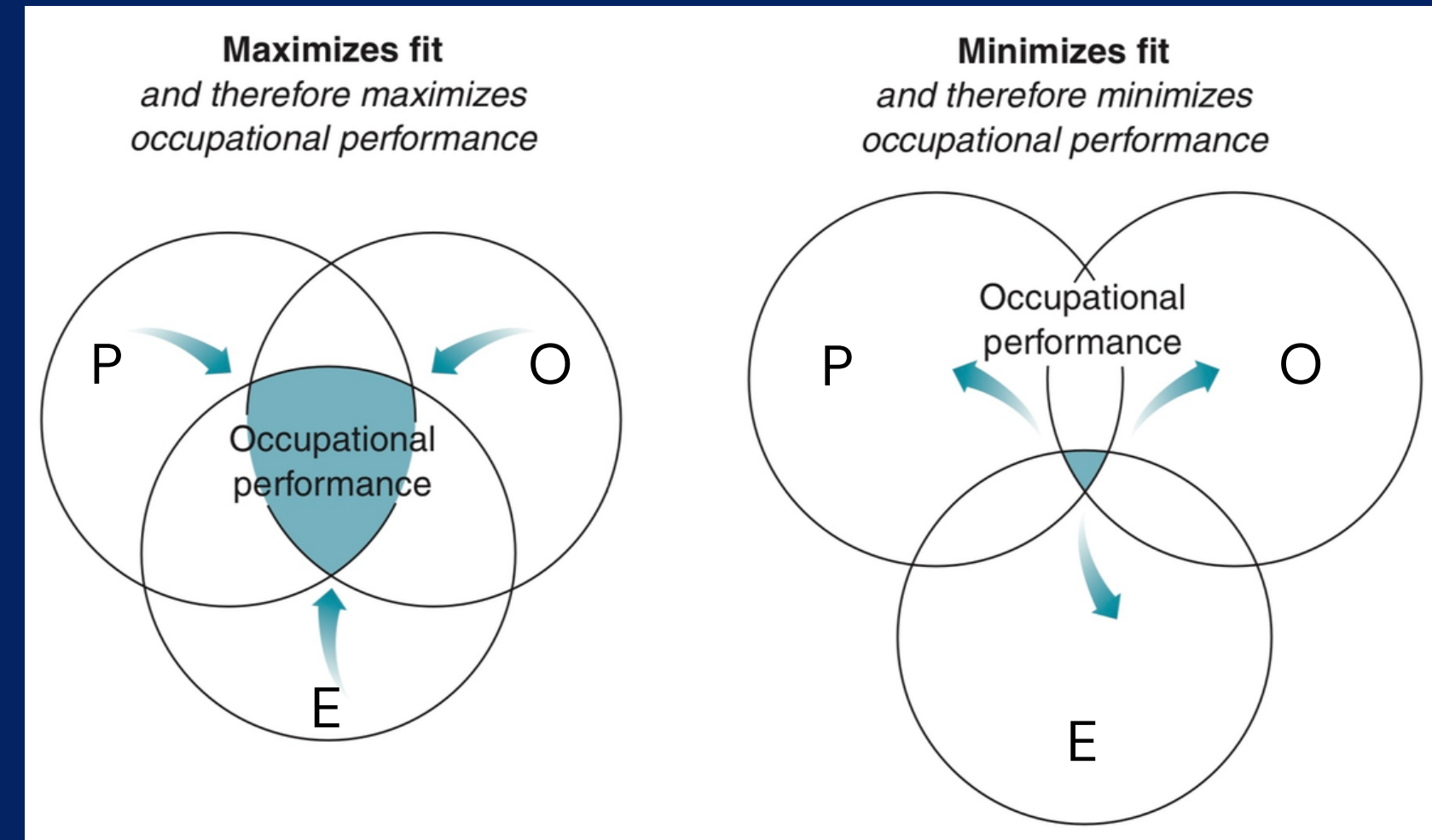
- Trends
  - Work from home (WFH)
    - Increase in individuals that WFH, with many companies offering hybrid
      - Most WFH individuals work 2–4 days a week from home
  - Wants of workplace wellness programs
    - All-in-one programs to address:
      - Mental well-being, financial wellness, and addressing individual health conditions.
    - Recent statistics show more investments in:
      - Mental health, stress management and resilience, and mindfulness meditation

# Guiding Theories

## Person–Environment–Occupation (PEO) Model

The key elements of this model relate to when the person, their environment, and their occupation have a maximized fit with one another, resulting in maximized occupational performance.

- Commonly in use when regarding ergonomics or work environments.





# Guiding Theories

## Wellness Model

The Wellness Model is used to assist clients in improving their wellness in all eight dimensions of wellness.

- In workplace wellness, consider the different areas of wellness and how that may impact WFH.

## 8 Dimensions:

- Physical
- Spiritual
- Social
- Intellectual
- Emotional/Mental
- Occupational
- Environmental
- Financial

# Literature Review & Needs Assessment

## Literature Review

### Findings & Themes:

- Impact of Workplace Wellness Programs
- Occupational Therapy and Workplace Wellness
- Work From Home Environments
- Existing Interventions in Workplace Wellness

(Arguello et al., 2021; Avinante et al., Brown et. al., 2018; Maxwell et al., 2019; Naber et al., 2020; Penalvo et al., 2021; Rezai et al., 2020; Tchir & Szafron, 2020; Unsal et al., 2021)

# Literature Review & Needs Assessment

## Needs Assessment

**Capstone Organization:** Anabelle Canty, LLC

**Community Site Mentor:** Anabelle Canty, OTR/L, Business Development Specialist

### SWOT Analysis with Capstone Site:

**S** – Population, marketing, and positive feedback

**W** – More assistance needed with increased market, and handling exploiters

**O** – Positive trends and changes in market and niche population

**T** – Plagiarism and the need for more employees



# Program Purpose

- **Gaps in Literature:**

- Many Workplace Wellness Programs focusing on one type of service
- OT's are qualified to create a program that addresses wellness needs that are in demand.
- No holistic, all-in-one, individualized services

- **Capstone Site:**

- Lines up with my vision for my program – remote health & wellness for those that WFH

- **Purpose:** To improve health and wellness in the home workplace by providing knowledge, awareness, resources, and consultations to those that WFH.

- **Deliverables:** 4 video modules, 1 live webinar and its recording, a resource hub

# Program Purpose

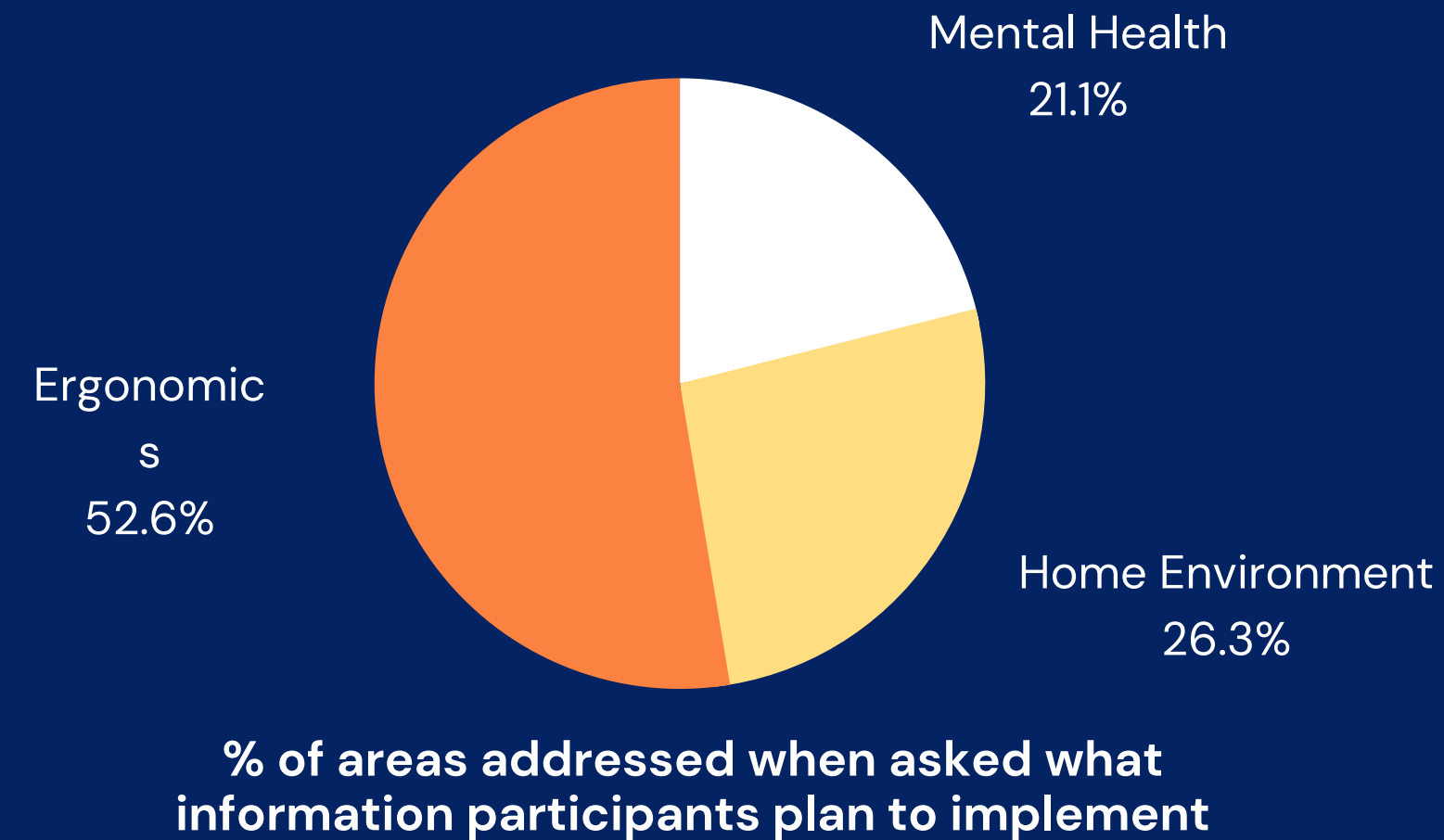
The following was determined to be included in the Virtual Workplace Wellness Program:

- Areas addressed: Intro to workplace wellness and OT, mental health, home environment, and ergonomics
- Participation in:
  - The 4 Video Modules
  - Live Webinar (optional)
  - 1-On-1 Meetings (optional)
- Completion of surveys
  - To determine satisfaction and receive feedback
- Duration: 4 weeks



# Outcomes

- Based on the survey results, the program resulted in:
  - **All 11 participants**
    - Learned new, useful information and/or helpful wellness reminders
    - Gained awareness of personal WFH factors
    - Were satisfied and would participate in my workplace wellness program in the future.
- All had plans to continue utilizing what was taught
  - What did they remember and plan to implement?





# Discussion

- **Topic areas that most participants remembered and will incorporate**
  - Taking breaks
  - Incorporating exercises and stretches
  - Awareness of their desk setup and layout

- **What does it mean for them?**
  - Happiness
  - Focus
  - Prevention
  - Maintenance



# Discussion

- **Gaps – How OTs will improve workplace wellness programs**
  - Their knowledge in how biological, psychological, and social factors affect a person and their occupations make them qualified to lead workplace wellness programs.
    - Considering the topics addressed in the program:
      - Mental health, the home environment, and ergonomics
    - Considering the results of the survey
      - All were satisfied with the program and learned new information
      - All remembered and recalled information from the program to improve their wellness
  - OTs may not be in the literature due to lack of research done and/or little advocacy.

# Impact

## Impact on Anabelle Canty, LLC:

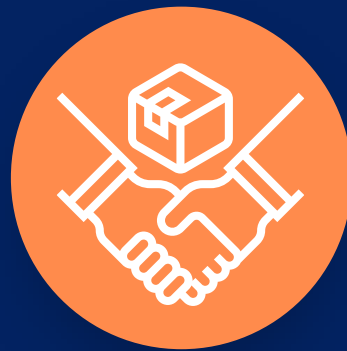
- Anabelle believes the Virtual Workplace Wellness Program was successful.
- Future plans
  - Program launch, stand alone business, adapt/modify to different target populations

## Impact on the OT community:

- Willingness to work with future and current OTs that are interested
- Advocate!



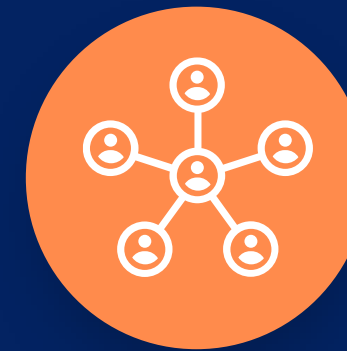
# Acknowledgements



Anabelle Canty,  
OTR/L  
Business  
Development  
Specialist



Dr. Wise, OTD,  
OTR/L



All of the Program  
Participants



My Family &  
Friends

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