The Spirit is Willing: Motivating Staff to Participate

Ellen Essick, PhD
Objectives

• Name the three major factors affecting a person’s health.
• Describe barriers to participation in staff wellness initiative.
• Identify new strategies for recruitment and retention in wellness initiatives.
Barriers to Staff Participation
Barriers

So, you're at your computer 18 hours a day, never exercise and rely on caffeine. What's your blog about?

Health.
“To be a long-term beneficial presence in the lives of others, it is vital for professionals to care for themselves.”
...and in the event of an emergency, swipe your credit card and for a $10 fee an oxygen mask will drop.
What is Health?

A complete state of physical, mental and social well-being, not merely the absence of disease.
Factors Affecting Our Health

Heredity
Heredity?
Factors Affecting Our Health

Heredity

Environment
Environment
Environment
Factors Affecting Our Health

- Heredity
- Environment
- Lifestyle
Lifestyle
Lifestyle
YOGA
Find Your Play
What Motivates You?
What Motivates You?

Types of Motivators:

**Intrinsic**
- Autonomy
- Curiosity
- Belonging
- Love
- Learning
- Mastery
- Meaning
- ...

**Extrinsic**
- Badges
- Competition
- Fear of failure
- Fear of punishment
- Gold stars
- Money
- Points
- Rewards
- ...

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Activity

• Using Wellness Challenge card on your table,

• Create list of strategies for recruiting and motivating staff to participate in the Wellness Challenge, keeping in mind barriers to participation and types of motivation.
Recruitment
Motivating Staff & Making Commitments Stick
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