

Optimizing physical health means to continually improve one's physical wellbeing, even in the absence of illness.

## MOTIVATION

“The CNA staff work very hard, it's a physically demanding job”  
~Tina Miller~



Many industries are investing in their employee's physical health. Research support companies and individuals may be able to reduce their health care cost by participating in wellness programs focused on optimizing physical health. We visited Tina Miller, Wellness Coordinator at Wesley Village, a senior assisted living organization in Shelton, CT to learn their approach to addressing the physical health and wellness of their staff.

Tina's enthusiasm for her role at Wesley Village is felt in the way she talks about her staff, co-workers and residents. Her life long work experiences includes physical fitness training, nutrition and recreational events planning. When asked what her biggest challenge is as the Wellness Coordinator, Tina responded it is keeping staff members motivated to participate in health programs for the duration of the program. She plans programs focused on strength, social interaction and stress reduction. Referencing her nine-years of experience at Wesley Village Tina has observed a reduction of motivation due to factors such as change in the culture of the business, timing of the events and simply put, obstacles of everyday living.

Tina explained motivation is much higher at the beginning of a program cycle, but as it progresses, motivation begins to fade. With compassion in her voice, Tina shared “The CNA staff work very hard, it's a physically demanding job”. It requires a lot of effort to keep the CNA motivated in physical health activities. In order to combat the motivational decline, she is always trying new approaches and systems until she discovers what resonates with the staff. She says her method is sometimes successful and other times it is not; and with a smile she quotes Zig Zigler by saying “you can't climb a smooth mountain”

While we promised not to expose all of Tina's personal trade secrets for motivating staff, she did share that in her position, it is best to always think outside the box. Because of her fearless trial-and-error approach, Tina's staff is

always curious to see what she will come up with next; creating excitement around physical health programs is the key! After meeting with Tina, it is clear that she is truly a force to be reckoned with and an asset to the Shelton, CT healthcare Community.

### **About Bishop Wicke Wesley Village**

Wesley Village is a community for residents seeking assisted or independent living. In operation since 1968, the picturesque and peaceful environment spans 40 acres and employs over 300 people; many of whom are certified nursing assistants (CNA). This community offers a wide range of care, including skilled rehab, assisted living, memory support and hospice care. The residents have access to on-site medical, dental and naturopathic care. Wesley Village leads the physical health movement evident by prioritizing the wellness of their staff.

Keeping staff motivated for a program's full cycle is difficult. At WholePerson Therapeutics we collaborate with our clients to customize their program. Their motivation is maintained as they are in control and held accountable for achieving their personal goals through use of our state-of-the-art technology. We provide them access to all our services and programs such as massages, pain management, nutrient & supplement education, weight management and more... Our process helps reduce the risk of decreased motivation.

*Until Next time...*