

Job Resources to Support Wellness Practices

Job resources to support sleep:

- Put the business' logo on sleep masks as a gift.
- Have a fishbowl filled with earplugs that people can take.
- Offer as much job flexibility as possible to help people work at times that match their natural sleep patterns.
- Set expectations about screen time required outside the work environment to help people get away from screens.
- Encourage or incentivize pre/post-sleep HRV readings to help people identify the benefits of healthy sleep.
- Encourage or incentivize an evening (at least an hour before sleep) HRV biofeedback session.
- Provide free access to online CBT-I programs.

Job resources to support movement and exercise:

- Incentivize people to get a certain number of steps in during the workday.
- Create workstations with treadmill desks or provide access to bicycle pedals designed to work under a desk.
- Encourage a more extended break during the workday for a longer walk, bike ride, or gym workout.
- Provide access to workout and yoga classes or to a gym convenient for employee work schedules.

Job resources to support healthy eating:

- Stop providing unhealthy inflammatory food.
 - Replace donuts with nuts or healthy anti-inflammatory alternatives.
 - When ordering food, avoid those high in carbohydrates and sugar.
 - Encourage people to leave the dairy and sweeteners out of their coffee.
 - Check the vending machine and remove inflammatory foods.
 - Replace celebratory cakes with a healthier alternative. If there is a cake as part of a celebration, provide it at the very end of the day.
- Provide access to healthy anti-inflammatory foods whenever possible.
- Encourage long breaks so people can get movement in after lunch or other meals consumed during the workday.
- When requiring more extended hours in the workplace for an important project, cater healthy meals and limit access to inflammatory food, especially during stressful times.
- Bring in a registered dietitian nutritionist with knowledge about HRV to consult with teams and individuals.

Job resources to avoid adverse effects of drinking:

- Do not promote or encourage drinking.
- Give social opportunities without alcohol to replace happy hours.
- Do not reimburse for alcohol.
- Put kombucha, cold coffee, or other unique drinks on tap to encourage social interactions around nonalcoholic drinks.

Job resources to support HRV hacks:

- Provide free yoga classes from an instructor who understands HRV science.
- Bring a bodywork therapist on site to consult and treat people.
- Have fun with these hacks. A gargling station, sing-along, or team stretch can provide a chance to improve HRV and get a laugh.
- Provide people with a company-branded journal.