

# 100 HEALTHY TIPS TO SUPPORT A CULTURE OF WELLBEING



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A CULTURE OF WELLBEING**

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## **CREATIVE WELLBEING**

*The creatively well person values and actively participates in a diverse range of arts and cultural experiences as a means to understand and appreciate the surrounding world.*

### **Organizational:**

- Hold an art show or establish a rotating exhibit of employee-created artwork.
- Form art-based affinity groups that can meet outside of work hours or during lunch, such as a jazz combo or knitting group.
- Organize an employee poetry reading during lunch or after-hours in a local co-eehouse.
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## **EMOTIONAL WELLBEING**

*The emotionally well person can identify, express, and manage the entire range of feelings and seeks assistance to address areas of concern.*

### Organizational:

- Institute “Feelings” Rounds into your daily check-ins or weekly staff meetings. Encourage – but do not require – everyone to participate to the level they are

## **ENVIRONMENTAL WELLBEING**

*The environmentally well person recognizes the responsibility to preserve, protect, and improve the environment and appreciates the interconnectedness of nature and the individual.*

### **Organizational:**

- Create a work environment that is as clean, open, and light as possible.
- Incorporate live plants into the workplace – being cognizant of toxicities if animals are around.
- Utilize environmentally responsible practices in the workplace like limiting paper use, recycling, and composting.
- Reduce plastic waste and incentivize hydration by providing BPA-free reusable water bottles for all employees.
- Stock your clinic or office with items made from recycled materials (think toilet paper and paper towels) and clean with non-toxic chemicals.
- Provide an area for employees to eat lunch outdoors. Make meetings outside or go for walks as a team. Take fresh air breaks.

### **Individual:**

- Learn about nature preserves in your area and make an effort to go exploring. Walking in a natural outdoor setting has been shown to be effective at reducing depression, stress, and anxiety.
- Make a personal commitment to recycle more, compost, or reduce consumption – whatever is feasible for you to do right now will give you a renewed sense of connectedness to the world you live in. Start with one thing so you don't get overwhelmed and give up, then gradually add on.
- Re-evaluate your commute. Consider riding a bicycle or taking public transportation. Maybe start with one day a week and see how your routine can change and adapt.
- Declutter your workspace and home by purging your belongings and donating what you can to a local thrift or consignment shop.
- Challenge yourself to purchase food from within a 50-mile radius.

## FINANCIAL WELLBEING

*The financially well person is fully aware of personal financial states and budgets, saves, and manages finances in order to achieve realistic goals.*

### Organizational:

- Offer employees a financial wellbeing program that educates them on topics such as debt reduction, asset management, and saving for current and future needs.
- Give employees the opportunity to put a portion of their paychecks into an emergency savings fund that is more easily accessible if the need arises.
- Offer financial assistance for continuing education credit and other professional development opportunities.
- Provide support for establishing and navigating retirement plans for your employees.
- Invest in your community by making an effort to utilize the services of local businesses for various needs within your office or clinic. It will improve the local economy (which will come back to benefit you) and strengthen the camaraderie amongst the municipal chamber of commerce to which you belong.

### Individual:

- Create a budget and stick to it! If you aren't sure how to do that, there are various apps such as Mint or Wally that can assist you.
- To the extent that you are able, put some money away in a savings and/or retirement account.
- Consider hiring a financial planner to help you manage your finances. It may seem counter-productive to pay for a service when you're already concerned about money, but a professional will be able to navigate what you simply don't have the time or expertise to do, and that can be worth something.
- Be discerning with your spending. Try to only purchase things you absolutely need, and when you can, buy used or on consignment. You will save money, and reduce waste. A win-win!
- Use savings apps like Groupon or local coupon books to lighten the financial burden of certain purchases and activities. Bonus points if these coupons lead you to patronize local businesses!

## **INTELLECTUAL WELLBEING**

*The intellectually well person values lifelong learning and seeks to foster critical thinking, develop moral reasoning, expand worldviews, and engage in education for the pursuit of knowledge.*

## OCCUPATIONAL WELLBEING

*The professionally well person engages in work to gain personal satisfaction and enrichment, consistent with values, goals, and lifestyle.*

### Organizational:

- Include allocations for continuing education for all the members of your practice in your organization's budget, and be supportive when time-off is requested for such opportunities.
- Determine the Myers-Briggs or DiSC classifications or Strengths Profiles for everyone on your team. This will create a better understanding of communication styles and help everyone take responsibility for working together in a positive, considerate way.
- Schedule and uphold regular performance reviews, both to bestow positive feedback on your team and to clarify job performance expectations for the future.
- Give team members the opportunity to provide feedback of their own in a respectful, perhaps anonymous, way. Train team members on the basics of providing effective feedback.
- As much as possible, allow members of the team to be involved in scheduling and organizing the workload. Many things are out of our control in veterinary medicine, and taking part in things that are within our control will reduce stress and improve wellbeing for all parties involved.
- Conduct a refresher course on safety in the workplace to reinforce best-practices and decrease the risk of work-related injury.

### Individual:

- Be proactive about your own professional development. Seeking out continuing education opportunities that interest you will make you a more effective and valued member of the workforce.
- Take responsibility for your needs in the workplace and communicate clearly and effectively, and in the same turn, be considerate of others' needs and different communication styles.
- Be honest with yourself about your level of passion towards and investment in your work. Do you have a sense of purpose? Is your work meaningful and fulfilling? If it used to be and now it's



## **PHYSICAL WELLBEING**

*The physically well person gets an adequate amount of sleep, eats a balanced and nutritious diet, engages in exercise for 150 minutes per week, attends regular medical check-ups, limits use of intoxicating substances, and practices safe and healthy sexual relations.*

### **Organizational:**

- Include stipends for gym memberships or other fitness activities in the benefits packages for your employees.
- Incentivize healthy habits by creating office-wide challenges around daily steps or water consumption.
- Offer alternatives to caffeinated beverages in your break room.
- Provide healthier snack options than



## **SPIRITUAL WELLBEING**

*The spiritually well person seeks harmony and balance by openly exploring the depth of human purpose, meaning, and connection through dialogue and self-reflection.*

### **Organizational:**

- Hold ethics discussions that give people the opportunity to talk about difficult scenarios they've encountered and how they chose to deal with them.
- Encourage all members of the community to develop their own set of values. We don't all have to agree **and** we can be respectful and intentional about our choices and beliefs.
- Make grief and bereavement resources available to clients and staff after particularly difficult diagnoses or euthanasia.
- Share daily gratitudes as a group at the start or end of each work day, or both!
- Bring in someone to lead guided meditations during lunch breaks or staff meetings.

### **Individual:**

- Cultivate a daily personal gratitude practice, either by journaling or talking about it with friends and loved ones.
- Try meditation. Even five minutes a day of mindful breathing can be beneficial. Seek out the assistance of apps like Headspace and Insight Timer for a plethora of guided meditations that do the thinking for you so you can simply relax.
- Contemplate your place in the universe. Although it may seem like a daunting topic, knowing and actively working towards your purpose in life can protect you from burnout and depression.
- Find a spiritual community that resonates with you. Participating in a community of individuals who can support and encourage you in your personal journey, regardless of context, is crucial to your overall wellbeing.
- Experiment with yoga, tai chi, qigong, or any other form of movement that connects the body with the breath. You will reap benefits in regards to stress and anxiety reduction, and also indirectly foster a deeper relationship with yourself.

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