



WELCOA'S DEFINITION *of* WELLNESS

WHAT IS WELLNESS?

Wellness is the active pursuit to understand and fulfill your individual human needs—which allows you to reach a state where you are flourishing and able to realize your full potential in all aspects of life. Every person has wellness aspirations. Successful workplace wellness initiatives require supporting employees in fulfilling their needs in seven areas.

1. **HEALTH** - Beyond the absence of mental and physical illness, health is a feeling of strength and energy from your body and mind.
2. **MEANING** - Feeling part of something bigger than yourself. Knowing that your work matters. Having purpose in your life.
3. **SAFETY** - Knowing that you are safe from physical and psychological harm at work. Feeling secure enough to take calculated risks and show vulnerability. Free of concern about meeting basic life needs.
4. **CONNECTION** - Experiencing positive, trusting relationships with others. Feeling a sense of belonging, acceptance and support.
5. **ACHIEVEMENT** - Feeling you have the support, resources and autonomy to achieve your goals. Succeeding at meeting your individual goals and work aspirations.
6. **GROWTH** - Feeling like you are progressing in your career. Learning and being challenged to use and expand on your strengths.
7. **RESILIENCY** - Viewing life with optimism. Feeling grateful and expressing appreciation. Feeling validated and encouraged.

WELCOA'S MARK OF WELLNESS

Look for the WELCOA Mark of Wellness across other resources as a reminder of the many areas of holistic wellness that should be considered when designing your programs and strategies.