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The Hoos Well program is essentially a portfolio of resources that are aimed to help employees improve their health in many facets, specifically through four domains: physical, emotional, financial, and social well-being. And UVA is really rich in terms of resources. We're very lucky to work for UVA when they focus on our whole well-being, emotional, physical, all elements holistically.

We also have individual nutrition counseling sessions that we offer. We get into kind of some background information, what a day of eating looks like and kind of go from there to find some strategies that work well on the individual basis. And then there's also the option to follow up with a dietitian too. So come back and see us.

One thing that is really, really great about the partnership that Recreation has with Hoos Well is that it's right here where employees are already working and they're spending the majority of their day. So that way they can get in fitness, they can get in gym access before work, during the day if they're able to take a break for lunch maybe, or directly after their day. And that way when they go home to their families, they've worked out, they've relieved some stress. There's a huge variety of programs that we're offering, which is really amazing. And the fact that they're being subsidized by Hoos Well is just an amazing, incredible benefit for members of UVA faculty and staff.

In terms of the workplace, I think it's helpful to think both about mental and emotional well-being. So we can think about our mental well-being as our mental acuity and our ability to focus, our ability to manage multiple tasks at once. Just like we go to the gym to train our bodies, we can actually train our minds to work for us rather than against us.

One of the main aspects of Hoos Well that most employees recognize is our Wellness portal. This is a digital platform that contains all of our resources in a central hub where the employee can access all of them at the same time. They can find things that are specific to their needs or interests, and they can participate through activities that are embedded in that portal: how to manage their finances from retirement to savings to starting a budget, lots of different activities that employees can participate in to help in those areas.

Our goal is to help people to be well and to focus on their well-being. UVA wants you to take good care of yourself. I really want to encourage UVA faculty and staff to take advantage because there's so many services that are right there and we want you to take advantage of those. We want you to come and take as many as you can and do this for yourself, because when we're taking this break, when we're being fit and active, we're actually much more productive at work as well.

One of the main reasons that employers deliver workplace wellness programs is that those employees who participate in many of these programs are more connected. They have better work engagement, have better work outcomes in a variety of different measures. And we've seen that internally right here at the University of Virginia. They're more productive and they're more connected to their families and their colleagues.