

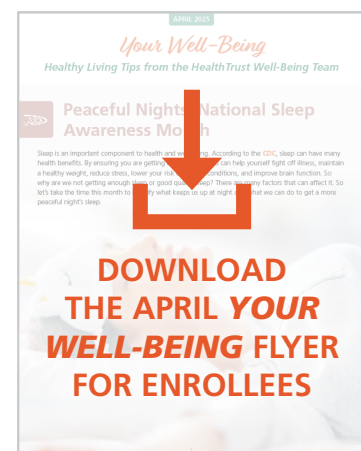
HealthTrust Well-Being News

Monthly News from the HealthTrust Well-Being Team



April Health Topic: Peaceful Nights – National Sleep Awareness Month

Sleep is an important component to health and well-being. According to the **Sleep Foundation**, Americans are chronically sleep deprived. Adults should sleep seven hours or more per night, yet almost one third of Americans regularly get less than recommended. Trying to work while sleep deprived can significantly impact job performance. Being able to educate employees about importance of sleep is crucial for employees to stay healthy, motivated and safe.





Know the Facts

In addition to a workday that averages 9.5 hours, Americans are spending extra hours working from home each week, with sleep time reduced during workdays, according to the National Sleep Foundation. Sacrificing sleep for work, then working more to make up for lost productivity, can become an exhausting cycle and impact job performance. Sleep deprivation also slows reaction time, leading to a higher risk of workplace injury, according to the **Sleep Foundation**.

Here are a few tips from the **National Sleep Foundation** that can help employees improve sleep quality and optimize work performance.

- **Assess your priorities:** It is common to sacrifice sleep in order to finish work, watch television, or socialize. Consider the ways you justify staying up past your bedtime and decide if these activities are worth the side effects associated with sleep deprivation.
- **Seek professional support:** If your work schedule is causing you to lose sleep, it may be helpful to discuss this issue with your supervisor or your company's human resources department. Research shows that allowing for psychological detachment after work hours and supporting employees' needs for consistent sleep pays dividends by **improving concentration and productivity** during the workday.
- **Be realistic:** Not everyone can change their work schedule and many people need to work shifts that conflict with their ideal sleep-wake cycle. If you struggle to find flexibility in your work schedule, you can consider other adjustments to your routine to **help you stay awake** when you need to.
- **Improve your sleep hygiene:** **Sleep hygiene** is all about **fostering good habits that promote restful sleep**. Make a personalized plan for optimizing your bedroom environment, maintaining a consistent sleep schedule, fine-tuning a bedtime routine, and eliminating any daytime habits making it more difficult to sleep.
- **Talk to your doctor:** Doctors and sleep specialists are experienced in helping people who are having sleep problems. Your doctor can help you create a plan for improving your sleep and offer personalized tips for managing work-related fatigue.

For more information, visit sleepfoundation.org.





Wellness at Work



Make this the year you focus on creating a culture of wellness at work. As a wellness champion, you play a key role in keeping employees healthy, productive and engaged in improving their own well-being. Here are a few ways to promote wellness at work:

- Create a designated break area for employees to be able to step away from their desk or classroom.
- Encourage employees to set boundaries between work and personal life to prevent burnout and promote better work-life balance.
- Advocate for taking regular breaks throughout the day – whether it’s a short walk, stretching, or a power nap – to reduce stress and improve focus.
- Incorporate stretch breaks into the workday to relieve tension and promote physical health.
- Encourage employees to connect with a **Personify Health Coach** for additional support. Total Population Health Coaching covers topics in all dimensions of well-being and chronic condition support to meet members wherever they are on their health journey.



Make It Happen

- Encourage Enrollees to join the Stress Less in 10 Minutes Challenge powered by Personify Health. Challenge will run from April 13-19.
- Remind Enrollees about the **sleep program** available through their Slice of Life Personify Health platform.
- Work with your Wellness Coordinator to run a sleep program like Catch Some Zzz’s located under programs in the Wellness Coordinator Portal.
- Reach out to your HealthTrust Wellness Advisor and invite them to your worksite. Consider hosting a Wellness Presentation on Improving Sleep or one of our other Well-Being Programs Presentations. (Check out the **Wellness Presentation catalog**.)

Also in April: Ticks Are Back Again

Tips for Preventing Tick Bites

1. **Avoid heavily wooded areas.** Minimizing your time in tall grass and heavily wooded spaces can help prevent bites.
2. **Use safe insect repellants.** Many effective insect repellents on the market are safe for the whole family. Spray shoes, clothes and exposed skin.
3. **Wear long-sleeved clothing.** The less skin you have exposed on your body, the less likely you will get bitten.
4. **Always check for ticks.** Use buddy system when checking for ticks or bug bites or check yourself with a mirror—don’t skip this all-important step!

***Tick bites can cause serious illness.
Follow these steps to keep yourself safe.***





Well-Being Program Spotlight

KOA Care 360

Through your LifeResources Employee Assistance Program (EAP) powered by ComPsych, employees have access to the computerized cognitive behavioral therapy app KOA Care 360. KOA Care 360 is an interactive, user friendly, digital self-care tool that can help you tackle things like stress, mindfulness, sleep improvement and more.



The LifeResources Employee Assistance Program, and KOA Care 360 by extension, is available to all employees and retirees of Member Groups that offer HealthTrust medical coverage and all their household members.

Koa
Care 360

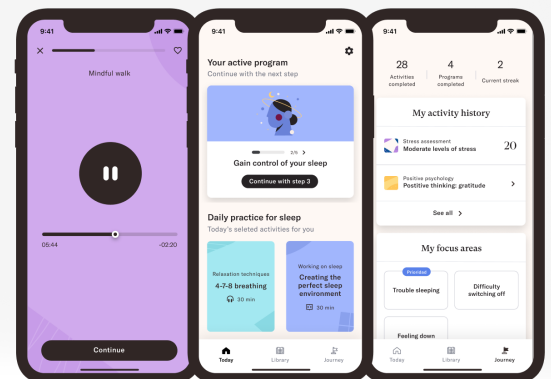
Remind your employees how to register for KOA Care 360 using these **steps**.

1. Log in to the Secure Enrollee Portal at healthtrustnh.org and click on the LifeResources button or visit guidanceresources.com
2. Register with ComPsych (if you need to) by following these **steps**
3. ConnectMe > Self-Guided Resources > Digital Self-Care Tools
4. Enter e-mail to register with KOA Care 360
5. Open the downloaded app and click "Create your account" on the bottom of the screen



As a reminder, LifeResources offers someone to talk to and resources to consult whenever and wherever you need them. The LifeResources Employee Assistance Program (EAP) is available to employees and retirees of Member Groups that offer HealthTrust medical coverage and their eligible dependents and household members.

You also have access to the LifeResources **Microsite**. This site offers valuable tools and resources for managers, Benefits Administrators and Wellness Coordinators at HealthTrust medical Member Groups. Some of these resources are intended for you to use for purposes such as boosting productivity, reducing absenteeism and grievances, and improving morale. There are also helpful resources for you to share with your employees to help them live a healthier, more productive life and keep them safer and more motivated at work.





HealthTrust Well-Being Program Communications & Resources:

Included Health:

- **April 1:** Preventive care campaign to eligible Enrollees.

Personify Health:

- **April 12:** Join the **Stress Less in 10 Minutes Challenge** email.
- **April 18:** Promote the health and wellness store to enrolled participants.
- **April 24:** Re-engagement reminder to enrolled participants who have not engaged in 30 days.
- **April 29:** Enrollment reminder to eligible Enrollees who are not currently registered.

Medication Safety Program:

- **April 8:** Email to Enrollees on how to improve sleep through pharmacogenomics.



Dates to Remember

- **April 2025:** Personify Health on-demand webinar - Conversations: Connecting with Purpose
- **April 13-19:** Stress Less in 10 Minutes Challenge
- **April 14-20:** Personify Health Healthy Habit Challenge, Going Green
- **June 30, 2025:** SmartShopper program ends

Additional Resources:

- **Importance of Sleep** (National Heart, Lung, and Blood Institute)
- **The Link between Sleep and Job Performance** (Sleep Foundation)
- **National Sleep Foundation and Schneider Continue Collaboration to Improve Workforce Sleep Health**
- **How Employees Can Get Better Sleep** (National Safety Council)
- **Workplace Health, Safety & Wellbeing** (Sleep Health Foundation)

The Sleep/Work Connection

Health and safety risks increase when workers don't get enough sleep.

Risks for Workers

- Decline in mental function and physical ability, including emotional fatigue and a decline in the function of the body's immune system
- Higher rates of depression and poor perceived health
- Increased risk of illness and injury
- Strain on personal relationships, such as marriage and family life
- Increased risk of long-term health effects, such as heart disease, gastrointestinal disorders, and cancer

Risks for Employers

- Reduced productivity
- Increase in errors
- Absenteeism and presenteeism (present at work but not fully functioning)
- Increased healthcare and worker compensation costs
- Workforce attrition due to disability, death, or moving to jobs with less demanding schedules

(Source: [Centers for Disease Control](#))

HealthTrust Well-Being News

**Monthly News from the
HealthTrust Well-Being Team**

Editor: Laura Jean Whitcomb

Graphic Designer: Rob Lemieux

Contributing Writers: Kerry Horne
and Taylor Bowse

HealthTrust Contact Information

Toll Free: 800.527.5001

Local: 603.226.2861

Wellness Email: wellness@healthtrustnh.org

Website: www.healthtrustnh.org