



Providing Firstbeat Lifestyle Assessment as a Service

Getting the Balance Right II seminar 6.3.2014

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Diacor in a Nutshell

- 13 medical centres & hospital in capital area
- OHC main business: OHC 4500 employers with approx. 135 000 employees
- Revenue 125 M€ (2013), and turnover 76,7 M€
- Apprx. 600,000 visits to medical centres 2013
- The biggest domestic health care company in Finland
- Dividends to a charitable foundation – making the difference!



From traditional occupational Health Care to modern concept of Leading occupational Wellbeing at Work



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What Customers say about the Assessment?

Stopped me to think of my future & my wellbeing...

Opened my eyes!

Clear & detailed reflection of my overall situation.

Helped me to make decisions!

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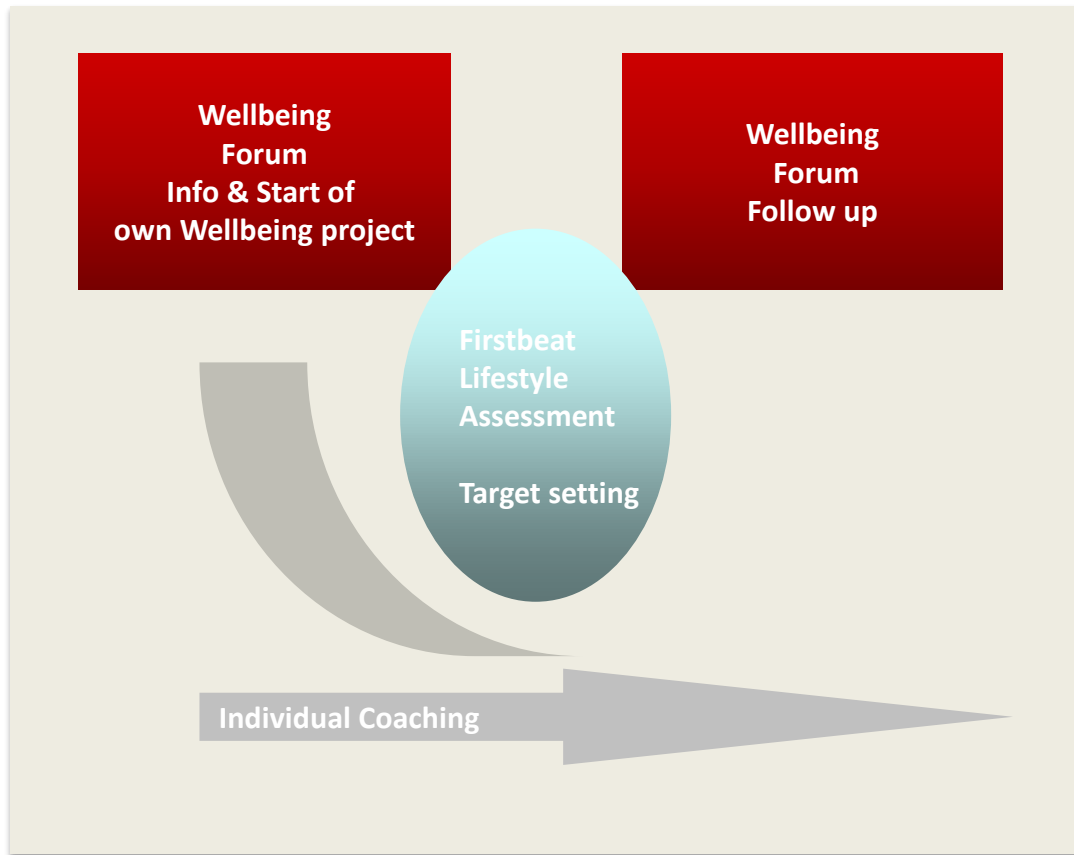


Firstbeat Lifestyle Assessment as part of individual or group process

- Individual Occupational Health Control for selected focus group
- Wellbeing Process of Management Team
- Wellbeing Coaching process



Diacor Wellbeing Factory



FIRSTBEAT

Elämäntapamuutoksilla kohti huipputulosta

Varmista yrityksesi avainhenkilöiden hyvinvointi

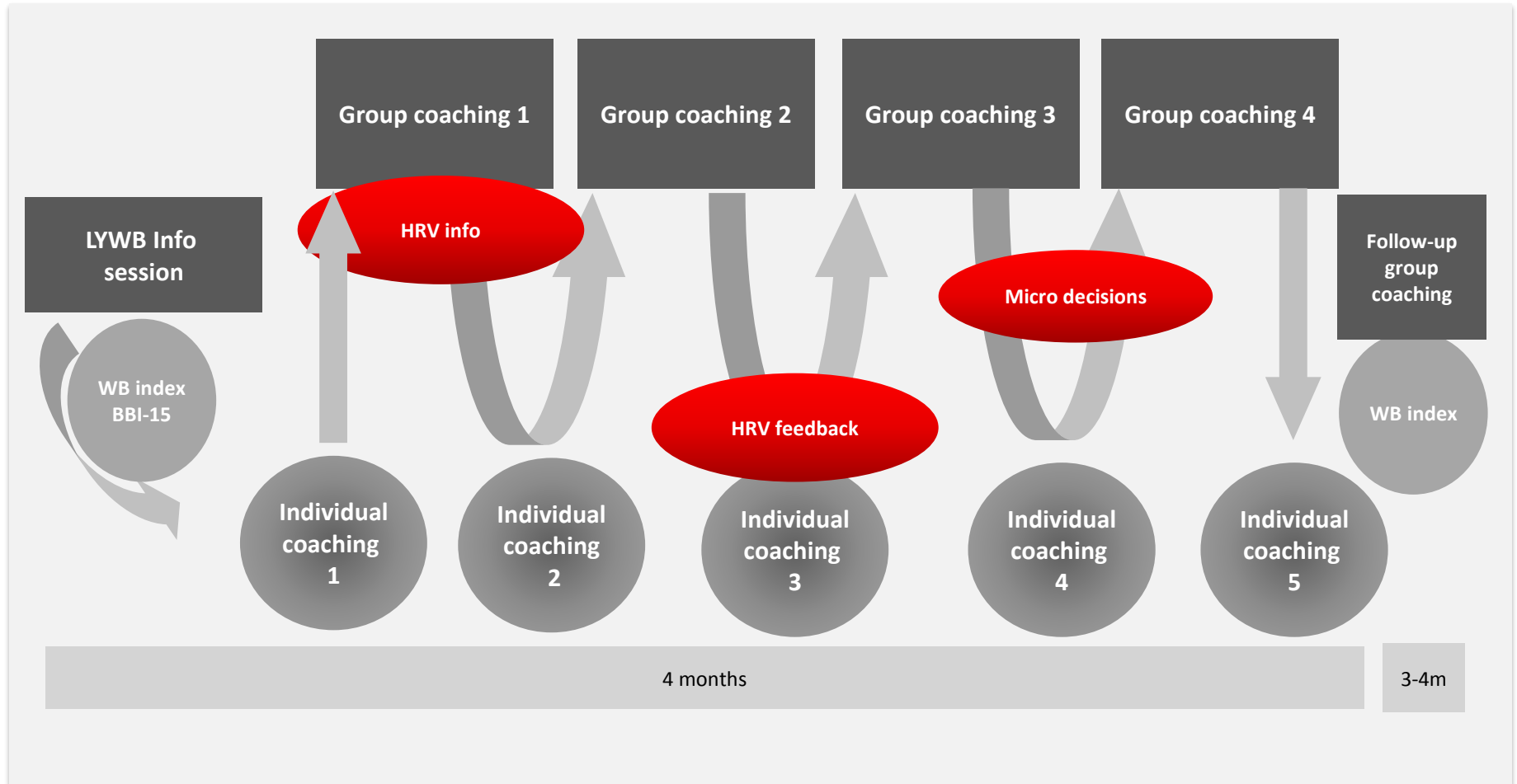
Firstbeat Hyvinvointianalyysi
Johto ja erityisryhmät

- Energiataso kasvuun
- Palautuminen paremmaksi
- Liikkuminen tavaksi

ENNALTAEHKÄISY KEHITTÄMINEN SEURANTA



Lead Your Own Wellbeing Coaching



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Wellbeing Coaching

Target

- Principal aim is to enhance the self-leadership related to well-being at work
- Health promotion process, not primarily care

Target group

The target group is senior and middle managers, senior experts and other key personnel

- Controls own job content and work load
- Self-leadership skills expected
- Works in dynamic network - ecosystems
- Mobile work
- Wellbeing is a strategic topic

Focus on FB feedback session is on every-day decision making at work

- Approach has been applied in weight controlling and other issues of physical health
- Approach can be extended to psychosocial issues of working life
- The fundamental question is how do every-day decisions influence well-being
- Basic target
 - The participants learns to identify decision-making situations that are critical concerning wellbeing

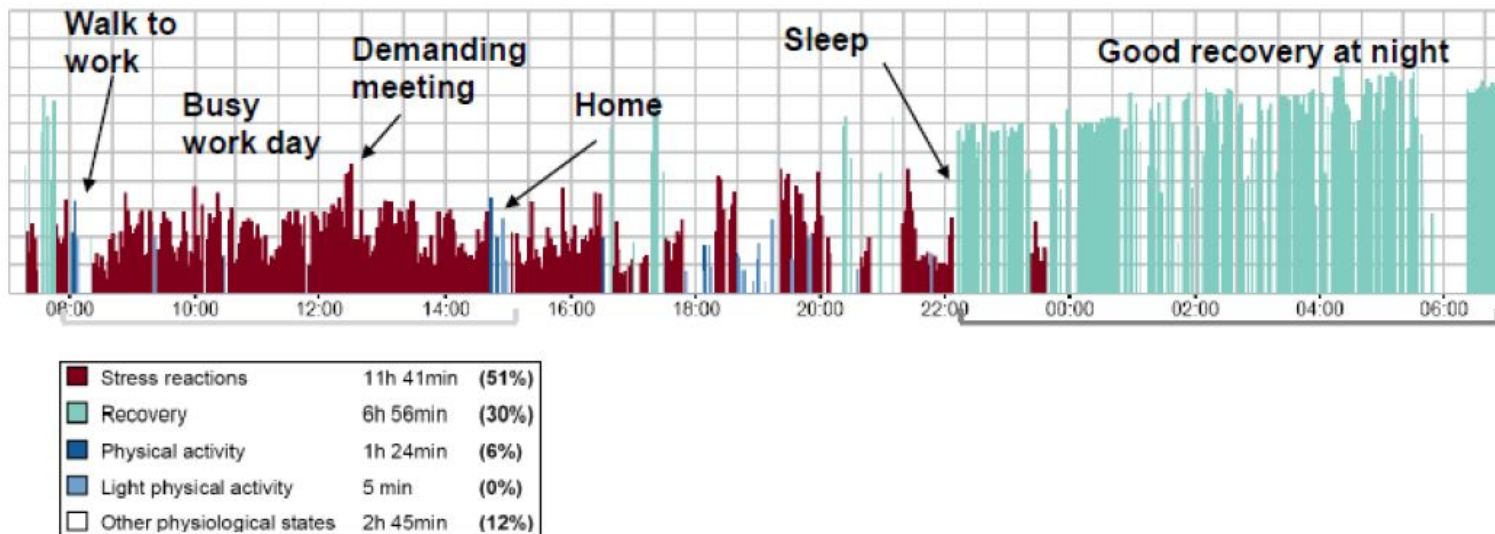
Focus: Decision-making Events at Work

Everyone makes a number of microdecisions daily:

- "Should I process my e-mails late in the evening?"
- "Should I turn my mobile off during weekends?"
- "Shall I return to work during my holiday if I have an important meeting?"
- "Shall I stay at work for a couple of hours even though I was planning to do something else?"
- "Shall I have a decent lunch or should I have an extra meeting instead"?
- "Should I ask for help or try harder and harder?"

The Learning Process - SELF-REFLECTION IS THE KEY!

- Self-confrontation or understanding the importance of microdecisions, sufficient recovery and work-life balance
- Identification of microdecision events in one's worklife
- Generation of personal wellbeing strategy
- Making sound choices, new possibilities
- Positive feedback → balance, wellbeing



Support for individual decision making

Individual coaching

Individual Wellbeing Strategy
HRV feedback → Wellbeing targets, limits,
recovery

Group coaching

Workload management & recovery
Motivation & values
Organizational Culture & Wellbeing at work

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Microdecisions affect Wellbeing

- Stress caused by daily hassles is more harmful to health than major negative incidents
 - It is important to avoid excessive psychophysiological arousal
- Workload is optimal when full recovery takes place
 - Not sufficient recovery is common

Let's listen to our bodies!



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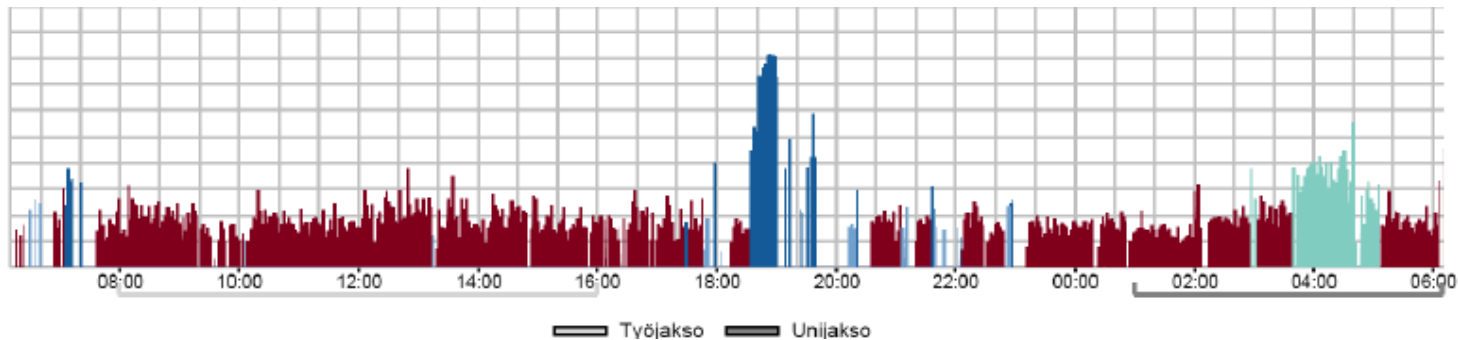
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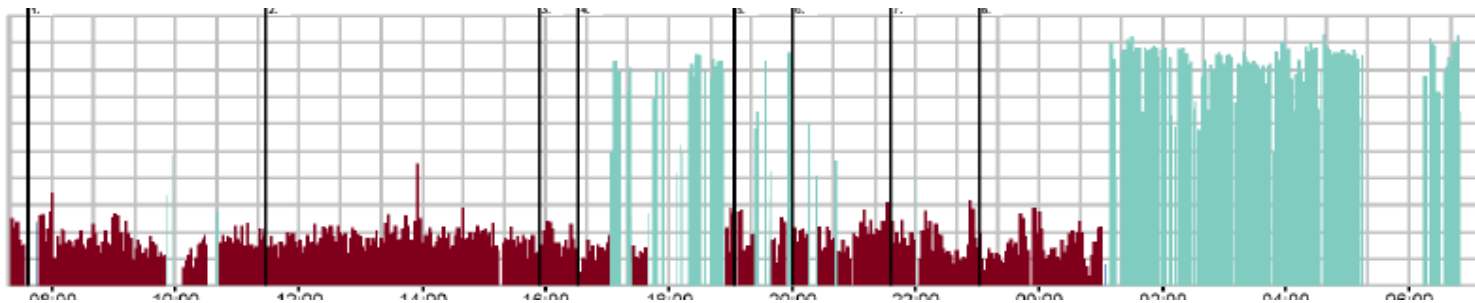
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My Life & Wellbeing

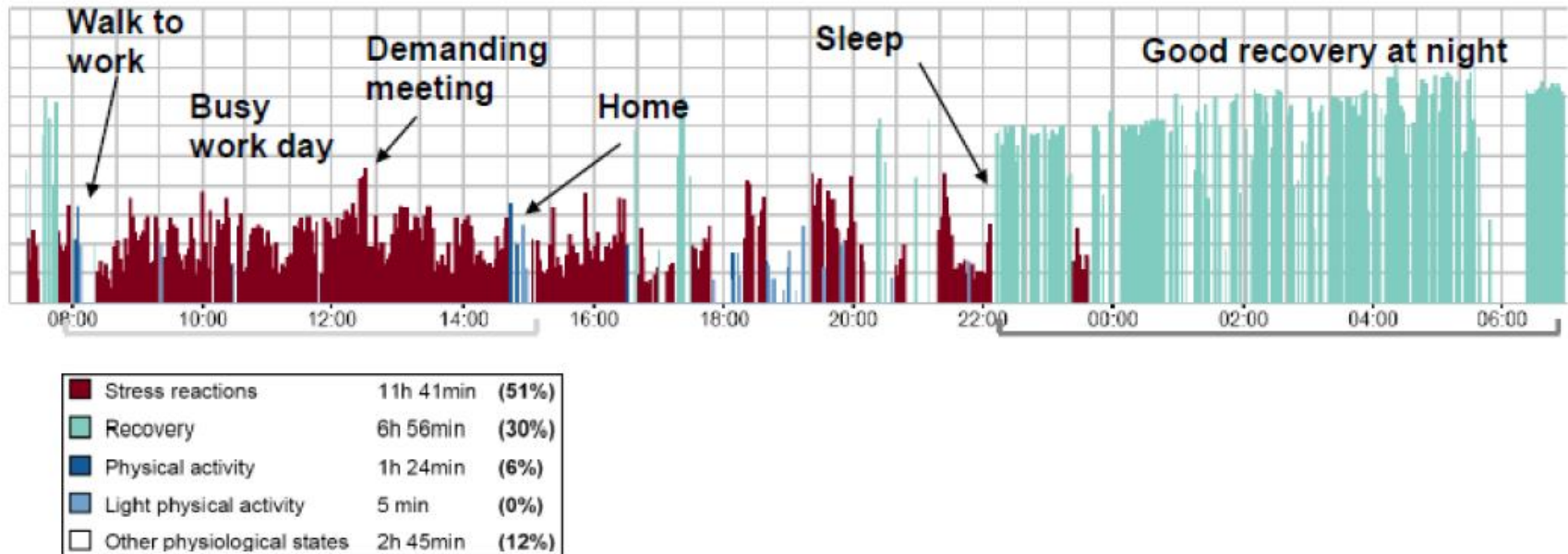
1. Assessment in April. Workpressure, feeling stressed



2. Assessment in August. Small changes had made a difference. Increased sense of balance in life



Balance between Stress & Recovery



Learn to recognize situations and events that promote recovery and cause stress or increased activation!

EDISTÄMME IHMISEN TERVEYTTÄ
JA TEEMME HYVÄN TEKEMISEN
MAHDOLLISEKSI



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