

## **NSPA Psychologically Healthy Workplace Award**

### **Application**

The Green Room Program, developed by Jan Dacri, M.A., is a solution for the problem of employee burn-out, sagging morale, poor health, absenteeism, inefficiency, and other stress-related issues. It creates an exceptionally healthy workplace environment which produces healthier employees. It teaches them practical techniques for “Wellness While You Work”.

The company benefits significantly in terms of overall psychological health by improving the physical quality of working conditions. The improved outlook of employees who feel they are being treated well tends, of course, to result in better quality performance, better customer relations, longer employee retention, less “sick days”, and reduced insurance claims leading ultimately to enhanced business success.

The Green Room Program has been implemented with great results at “Shred-it Las Vegas” (a document shredding franchise with sixteen employees). Bob Linden, the owner, is a board member of the Las Vegas Chamber of Commerce and attended Jan Dacri’s lecture for the 2005 Chamber Business Education Lecture Series where he was introduced to her Green Room concept. Thanks to Bob’s forward-thinking policies, his employees are happy and productive. He feels The Green Room Program can take a successful business such as his to the next level. For nearly six months, Shred-it’s employees have enjoyed the benefits of fresh air and an enhanced workplace and the results are remarkable.

The concept has three distinct steps:

- 1) Create the “Green Room” effect (a clean air, natural feeling environment) through the entire office and/or in one particular break room by the installation of certain components – live plants and indoor trees, air purifiers, waterfalls, Full-Spectrum Lighting, visual media of natural scenery, comfortable furniture, etc. This constitutes a healthier work environment and gives employees a designated place where they can take breaks to relax, refresh, recharge.

- 2) Conduct Motivational Orientation Session(s). During one or more in-person sessions, Jan Dacri introduces the MindBody TuneUp concept, demonstrates the use of software to be used on a computer located in The Green Room, and explains the purpose of and the opportunity to benefit by the improved work environment and taking relaxing, refreshing breaks in The Green Room.

- 3) Provide MindBody TuneUp materials – original computer software program, DVDs, and printed materials that include brief follow-along sessions to learn and develop better breathing habits, safe stretching, balancing, and stress-relief (relaxation methods), self-talk, and memory improvement techniques. These materials have evolved from Jan’s 30 years experience as a corporate motivational speaker on the subject of Memory Improvement, Fitness, and Stress Relief.

Any and all businesses (small and large) can implement this program: call-centers, utility companies, retail stores, restaurants, car dealerships, casinos and hotels, hospitals, etc. The Green Room concept and MindBody TuneUp materials were developed originally for people who must sit at desks (and/or workstations) all day, getting little or no exercise and breathing polluted, oxygen-poor indoor air, and suffering from the effects of prolonged exposure to fluorescent lighting.

The purpose is primarily to give people in business (employees, management, sales, customer service, drivers) an alternative to taking a coffee/cigarette break in a noisy breakroom or outdoors (especially when weather conditions are extreme).

Where else can employees go on their breaks?

Should the company provide a healthy, relaxing space for their hard-working people to use to recharge and refresh their energy, restore productivity?

Have they been shown how to release stress, relax, and re-charge?

The Green Room provides a conducive place during the work day to rejuvenate their weary (stressed-out/oxygen-starved) minds and sedentary (or tired-out) bodies; the software helps to restore their outlook, regenerate enthusiasm. The company benefits by enhanced employee morale, better customer relations, reduced attrition, increased work efficiency and productivity by providing a psychologically (and physiologically) healthy workplace environment and encouragement for employees to take good care of themselves.

In the long run, happier, healthier employees will mean reduced health insurance costs and claims (especially relative to stress-related syndromes such as high blood pressure, and other heart conditions, etc.) Insurance companies today are trying to promote better employee health. (Currently under consideration: if a business implements this concept, it is worth a point reduction in their yearly insurance policy renewal.)

Here is some of the background used to develop the Green Room Program:

- Ample documentation, including NASA research, supports the theory that certain live (green/leafy) plants and trees not only produce an abundance of oxygen for humans to breathe, but also filter dangerous airborne pollutants (such as formaldehyde and the off-gases of building materials) within an enclosed room.
- Negative ions generated by a waterfall and other misting devices are now recognized as highly beneficial to human health.
- Recent research and documentation reveals the life-enhancing effects of Full-Spectrum Lighting in reducing eye-strain, headaches, stress in general, and improving overall morale in the workplace.

- For years, scientists have been studying the beneficial psychological effects of observing natural scenery (and aquariums). Results include significantly lowering blood pressure, overcoming depression and anxiety, in short stress-relief. Jan Dacri's "Natural Vistas-Relaxing Scenery" DVDs provide the ultimate experience of a relaxing mini-mental vacation in the middle of the work day, an opportunity to get the mind off of things and return to work refreshed and recharged.
- In addition, follow-along instructional "Mindbody TuneUp" software, designed by Jan Dacri, is available for use in brief 5 to 20 minute sessions. This really is the key element to the success of the Green Room Program.

To reiterate briefly, the program has three steps:

1. First, the room is set up and/or the entire office is physically converted to a bright, fresh air space;
2. Next, employees are shown how to take advantage and truly benefit from the opportunity to apply wellness techniques at their desks and/or in The Green Room;
3. Then employees begin to enjoy the enhanced environment, use the software during breaks, and the company, like "Shred-it Las Vegas", reaps the rewards by providing a psychologically healthy workplace.

As the motto of the Psychological Association says, "Psychological Health = Business Wealth".