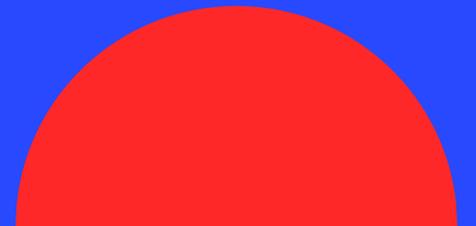
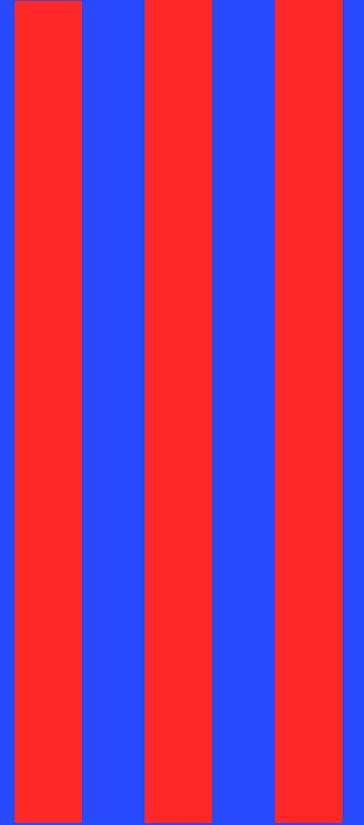
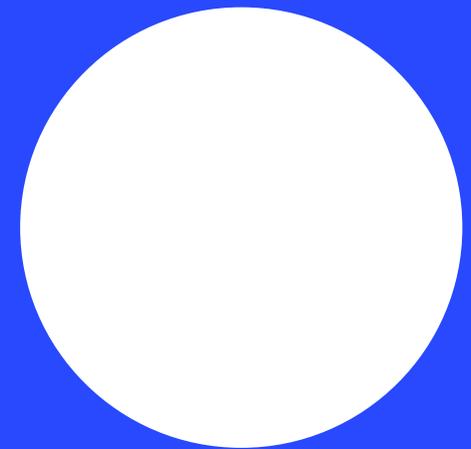
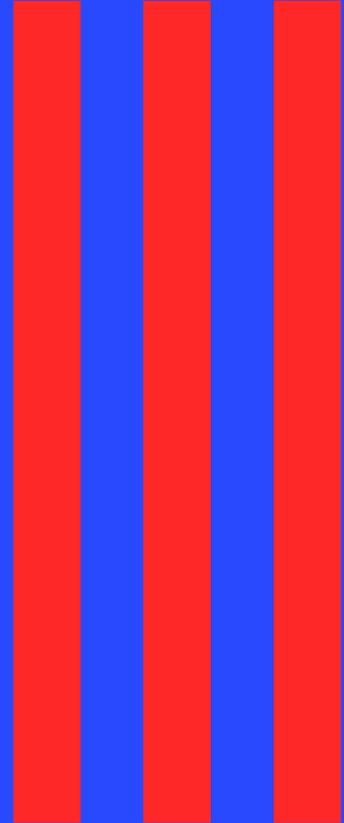


# **New Ways to Think about Wellness**



# **Session Overview**

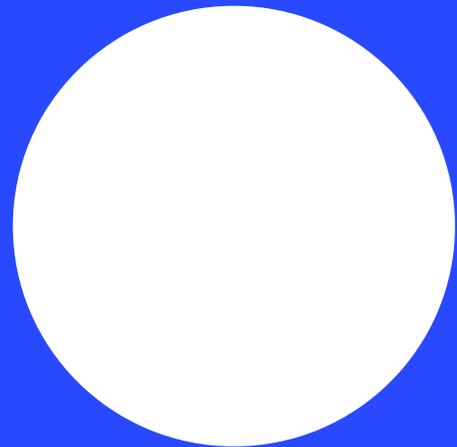
**Romella Janene El Kharzazi, PhD, BA**  
**Session Organizer & Panelist**



# Background



# Wellness Benefits



1. Wellness programs can help prevent employee sickness, fatigue, and mental burnout. (APA, 2023a)
2. Through investments in the health and well-being of their employees, employers can create a healthier and happier workplace environment. (APA, 2023b).

Indeed (2023) found that only 29% of workers are thriving, which is costing society and business. <<<

## DEIA & Wellness

DEIA in wellness involves creating an environment that respects and values the unique experiences and needs of all individuals.

- Incorporating DEIA principles into wellness programs will ensure that services are accessible and inclusive for individuals from diverse backgrounds (APA, 2023b).
- The U.S. Surgeon General's framework for wellness (2022) aims to address disparities in healthcare access and outcomes by promoting equal opportunities for well-being.

# Design Thinking

- Kreitzer et al. (2019) suggested that:
  - Design thinking could be applied to wellness programs to address the complex and interconnected factors that contribute to stress and burnout.
- Specifically, design thinking can be a useful framework for developing strategies to address stress and burnout.

# AI & Wellness

Artificial intelligence (AI) has the potential to transform employee wellness programs by offering improved functionality and personalization (Fabbrizio, 2023).

For example, AI can be used to:

- Analyze exercise data
- Provide personalized suggestions
- Create AI-based exercise plans
- Monitor health conditions to prevent injuries

# Digging Deeper

**Q&A with Wellness Experts**



# Our Panelists

**Anupa Geevarghese, Chief of Staff  
Office of Disability Employment Policy at the United States Department of Labor**

**Dr. Matthew Trafican, Director of Workforce Intelligence and Transformation  
Lockheed Martin**

**Dr. Dennis P. Stolle, Senior Director of Applied Psychology  
American Psychological Association**

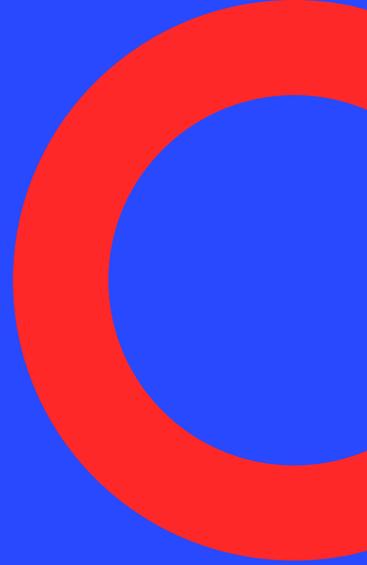
**Dr. Anna Tavis, Clinical Professor and Chair of the Human Capital Management Department  
NYU's School of Professional Studies**

# Questions:

1. How can the design thinking process be adapted to meet the unique needs of different communities?
2. How can DEIA principles be incorporated into mental health and other wellness programs?
3. What are some strategies for creating culturally sensitive mental health and other wellness programs?
4. How can AI be used to improve mental health and other well-being programs?
5. What are some ethical considerations when using AI in healthcare and wellness?



# **Final Tips & Takeaways**



# Thank you

## CITATION

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