

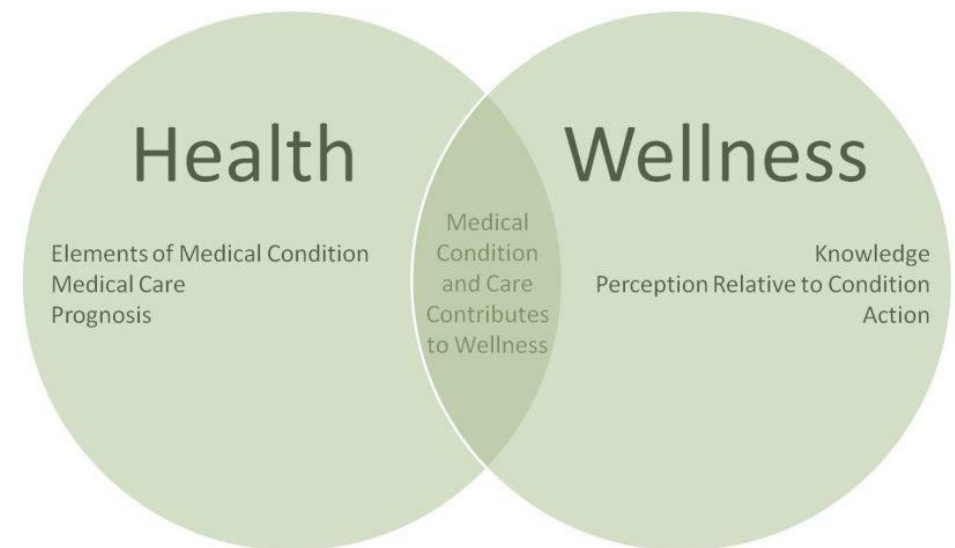
READY TO CREATE A THRIVING WORKPLACE?



We are extending our commitment beyond merely supplying our services; we want to support you in creating an ecosystem that prioritises the physical, emotional, social, and environmental well-being of our teams.

OUR WELLNESS GUIDE

From ergonomic solutions to inspire healthier work setups, innovative furniture and interior designs that encourage collaboration, to providing nourishing food and beverages for sustained energy, Key Enviro Solutions Wellness supports you in cultivating a holistic, vibrant workplace.



What is Wellness Anyway?

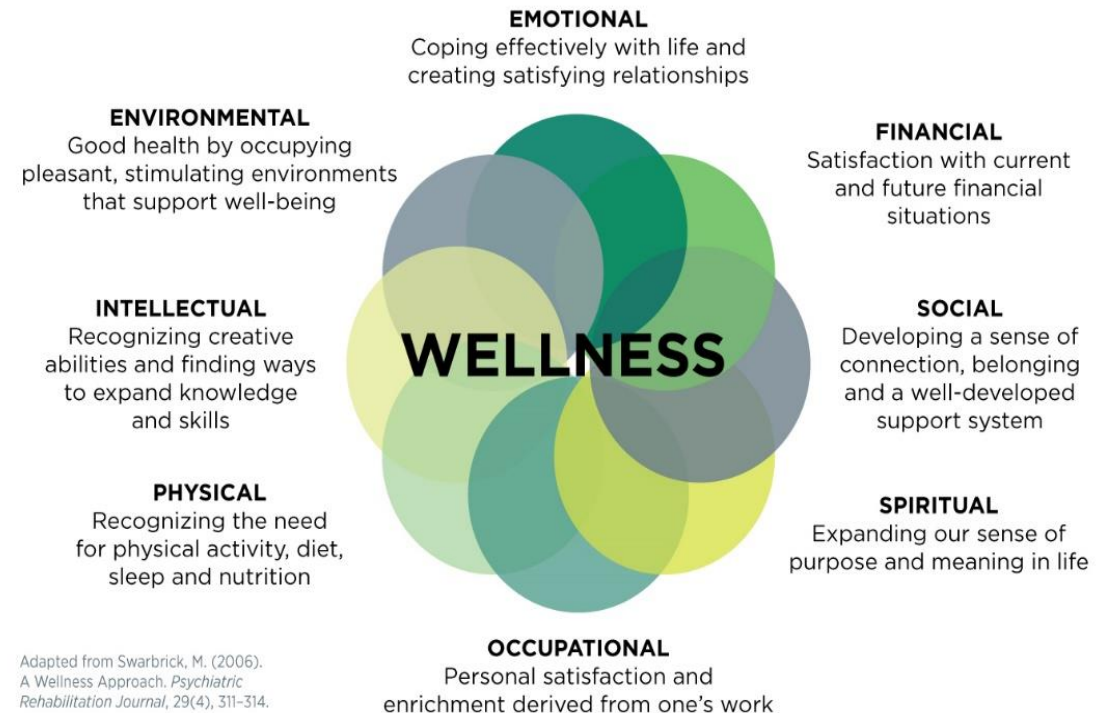


Wellness is the act of practicing healthy habits on a daily basis to attain better physical and mental health outcomes, so that instead of just surviving, you're *thriving*.

To understand the significance of wellness, it's important to understand how it's linked to health. According to the World Health Organization (WHO), health is defined as being "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."

Several key areas of your lifestyle are considered dimensions of overall Wellness. They include: social connectedness, exercise, nutrition, sleep and mindfulness. Each one has an impact on your physical and mental health. By making simple and healthy choices on a daily basis, you will be well on your way towards reducing stress, having positive social interactions and achieving optimal wellness.

Start with small changes within each dimension and take it *one* day at a time – you don't have to run a marathon or go on a restrictive diet to implement wellness into your everyday life! We've listed a few examples for each dimension:



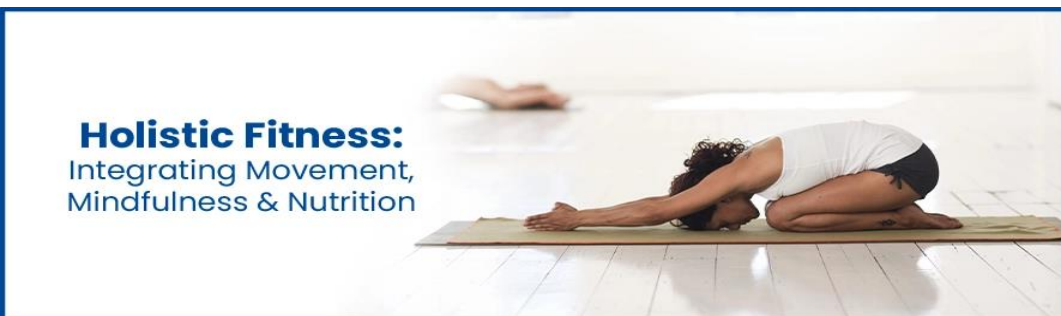
Social Connectedness Connecting with friends or loved ones is a great way to help improve your physical and mental health. Take 10 minutes out of your day to call someone you've been thinking about. This is a great way to connect and catch up with the people that matter the most to you.



**Does social connection
help us feel happier?**

Exercise Even 20 or 30 minutes of daily exercise can have a positive impact on your overall sense of well-being and help improve your mood.

Don't know where to start? Try a brisk walk on your lunch break or opt for the stairs instead of the elevator when you can.



Holistic Fitness:
Integrating Movement,
Mindfulness & Nutrition



Nutrition By adding wholesome ingredients to your plate, you'll be taking steps towards becoming a healthier you. Some food for thought: Put an apple and some raw veggies in your bag to keep as a handy snack. This may help you avoid vending machines or fast food when you're on the go.



NUTRITION

Sleep Consider your sleep hygiene. Avoid caffeine after 12pm, include quiet and calm activities before going to bed, and wake up at the same time every day – these are simple ways you can begin your journey towards becoming a successful sleeper.



It isn't unusual to feel tired in the morning, but there are things that can disrupt your sleep even before you get in bed. Eating spicy food, surfing the internet and exercising right before bed can make it harder for you to get a restful sleep. In order to wake up rejuvenated, you should make sure you get more than 7 hours of sleep, take time to unwind, and make sure your bedroom has a relaxing atmosphere. To make sure where you sleep is more relaxing, try some aromatherapy oils in a diffuser or spray your sheets with linen water that contains lavender, chamomile, or sandalwood.

Mindfulness Did you know that practicing mindfulness is good for the body and mind, helps with focus and also changes the brain? Take a moment right now to consider your own mind and how you are feeling.

The more you tap into your own thoughts, the more you may become aware of how you react to stressful events – so start practicing mindfulness today!



The History of Wellness



Wellness is often thought to be synonymous with physical health, but it also encompasses mental and spiritual wellbeing. It is a holistic approach that reaches beyond mere health and toward mental, spiritual and physical well-being and reaching toward other positive lifestyle factors such as gratitude and success.

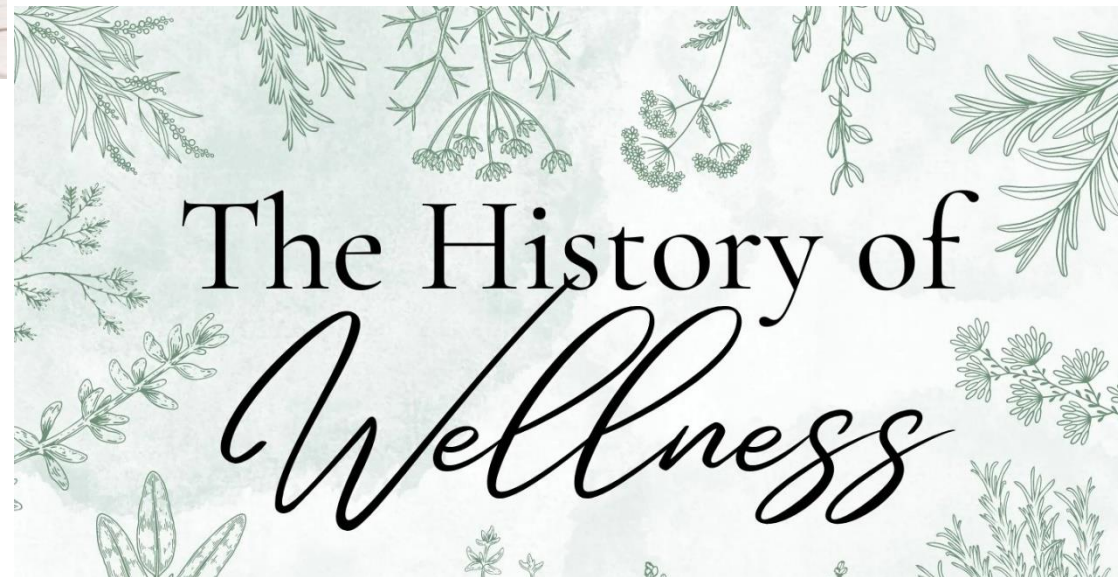
Bill Hettler originally conceived of six dimensions of wellness in 1976. Nowadays seven dimensions are commonly recognized (sometimes eight even). This article will consider the question: what is wellness? We will discuss the history of wellness, whereby there were originally just six parameters. We will look at the newer categories that have been since added since the 1970s. Finally, we will take a brief look at some recent research into this fascinating and important topic.

What is wellness?

So exactly what is wellness? According to the National Institute of Wellness: “Wellness is an active process through which people become aware of, and make choices toward, a more successful existence.” There is a consensus that wellness is (National Institute of Wellness, 2020):

- A conscious, self-directed and evolving process of achieving full potential
- Multidimensional and holistic, encompassing lifestyle, mental and spiritual well-being, and the environment
- Positive and affirming

The history of wellness



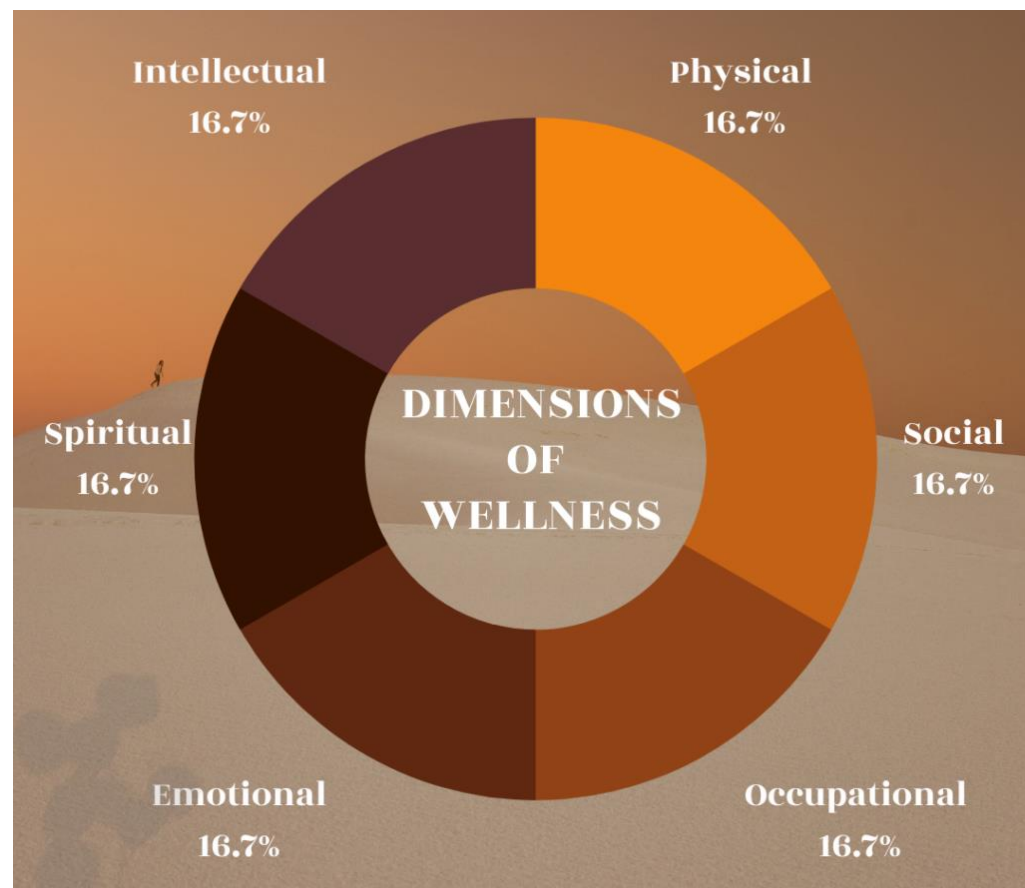
The concept was originally developed with a view to improving the life and well-being of university and college students. The guiding philosophy was the pursuit of high-level wellness, first defined by Halbert Dunn

(1959) as, “an integrated method of functioning which is oriented toward maximizing the potential of which the individual is capable.”

The High-Level Wellness model was introduced by Dunn in 1959 and was pioneering in its time. Dunn’s model was followed by another highly influential model, proposed by Hettler in the 1970s.

The dimensions of wellness

Bill Hettler recognized the following six dimensions of wellness comprising a hexagonal model: Intellectual, physical, emotional, social, spiritual, and occupational dimensions of wellness. According to Hettler (1980) these dimensions of wellness embrace the following attributes and activities:



- Intellectual —measures the degree to which a person engages with creative and stimulating activities; an intellectually well person makes the best use of available resources to expand upon their knowledge and skills
- Physical —measures the degree to which a person looks after their cardiovascular health and is mindful of following a healthy diet
- Emotional —an awareness and acceptance of one’s own feelings; the degree of positivity and enthusiasm about life
- Spiritual —the commitment to seeking meaning and purpose in human existence; a deep awareness of the depth and expanse of life and an appreciation of the natural forces in existence in the universe
- Occupational —a measure of work satisfaction and the amount of enrichment interconnected with this
- Social —the degree to which an individual contributes to his or her community; this parameter emphasizes interconnectedness with others and with the natural world

Hettler conceived of a continuum between exceptionally positive and drastically negative parameters; a continuum therefore between total wellness on one end of the spectrum and premature death on the other.

The hexagonal model (comprising the six dimensions of wellness) was originally designed for implementation within the college campus environment at the University of Wisconsin — Stevens Point (UW — SP) as a program targeted to well-being improvement. The model was then later adopted by the National Institute of Wellness.

A recognized seventh dimension of wellness is that of environmental wellness. This parameter involves recognizing the interconnections between the environment, community and self. The ‘environment’ can

encompass a person's daily surroundings such as home, university or college, work and neighbourhood.

Another category that is sometimes also recognized is that of finance. As an example, the American-based organization, The Substance Abuse and Mental Health Services Administration (SAMHSA), have identified this eighth dimension of wellness as a personal feeling of satisfaction about one's own financial situation. Finances are a common source of worry for many and the ability to manage this stress is an essential component to wellness overall.

Integrating body, mind and spirit



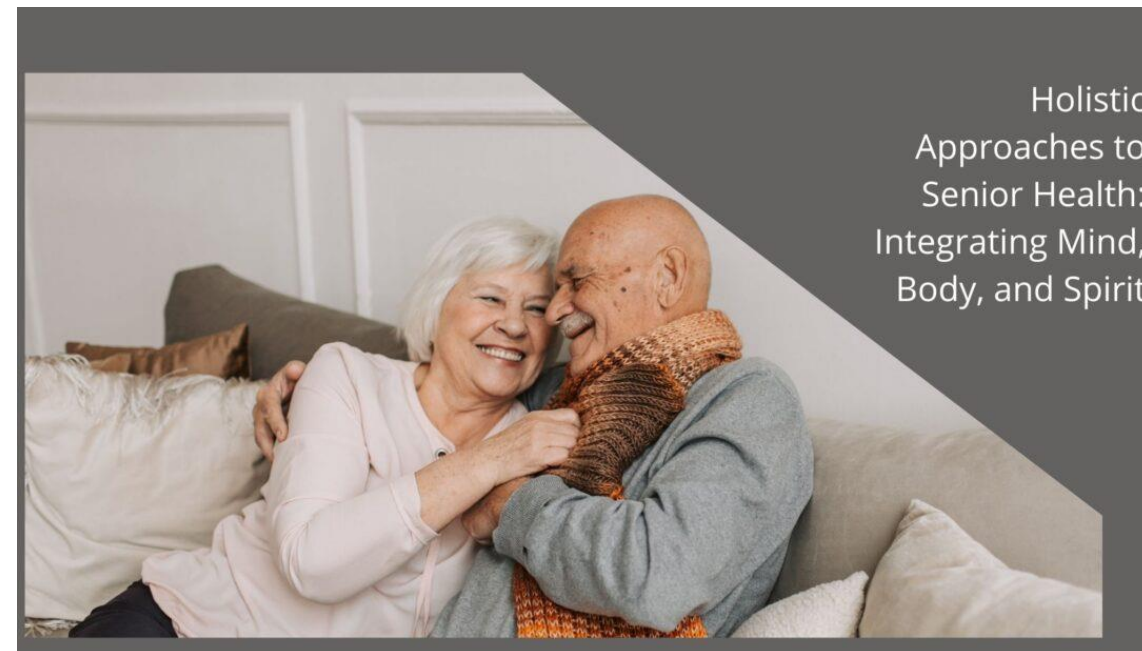
The original models of wellness were hugely influential when first introduced, originally for the purposes of improving the wellbeing of college students. The High-Level Wellness model introduced by Dunn in 1959 was the original, highly influential and pioneering model that integrated body, mind and spirit.

This model was closely followed by the Hexagonal Model proposed by Hettler. Since then, further categories have been added and new models have been proposed, for example the mind, body, spirit mediation model.

It is proposed that the mind, body, spirit mediation model offers greater explanatory power than previous models. This new model allows for added depth and can accommodate other interacting factors considered important to any conceptualization of wellness.

Researchers have studied new and important facets of well-being such as that of life satisfaction and the positive emotion of gratitude—a parameter that can enable individuals to experience greater life satisfaction.

While our knowledge has undoubtedly grown, our core appreciation of wellness and its importance for improving human lives remains as important today as when it was first understood in the late 1950s.



INTELLECTUAL WELLNESS AT THE WORKPLACE

WAYS TO ACHIEVE INTELLECTUAL WELLNESS AT THE WORKPLACE

There is no definite way to achieve mental wellness, because there are several aspects of wellness. The eight dimensions of wellness include: emotional, social, physical, occupational spiritual, financial, environmental, and intellectual. It's important to invest in intellectual wellness because it leads to growth on a personal and professional level. To achieve intellectual wellness, you need to develop a growth mindset rather than a fixed one. By definition, intellectual wellness is the ability to think critically, expand one's knowledge and skills, and find new ways to be creative.

BENEFITS OF INTELLECTUAL WELLNESS

1. Developing your own opinions

Achieving intellectual wellness means increasing one's exposure to different opinions and ideas and thinking critically, therefore developing the ability to form one's own opinion rather than absorbing ideas without analysing them.

2. Being more attractive to employers

Employers want employees that have the ability to learn new skills and adapt to changes. Working on your intellectual wellness makes you more desirable to firms as you become an asset to the employer.

3. Becoming self-aware

Intellectual awareness is not just an awareness of the world but also an awareness of oneself. Journaling and reflecting on ways to grow opens a door to self-discovery.

4. Building new connections

Becoming self-aware will ultimately impact your interpersonal relationships and communication skills. Apart from that, attaining intellectual wellness leads to an openness to learn about different cultures, which leads to the formation of new friendships and the awareness of different backgrounds.

**Intellectual wellness helps
you get more out of your
work and personal life.**

2:38 PM

BENEFITS OF INTELLECTUAL WELLNESS



WAYS TO INCREASE YOUR INTELLECTUAL WELLNESS

1. Get in the habit of reading

The number of readers has declined over the last 20 years with the rise of technology and therefore the overwhelming stimulation and distraction. Making reading a habit, even for ten minutes a day, can go a long way. Rather than spending time on your phone before bed, grab a book of your interest and read for ten minutes before you sleep. It can be a mind-expanding genre like self-help, business, science, or philosophy.

2. Listen to educational podcasts

If you find it difficult to read, you can start listening to new podcasts. You can learn a lot from inspirational podcasts, ted talks, and YouTube videos. You can start with powerful ted talks like the well-known “The Power of Vulnerability” by Brene Brown, “Body Language” by Amy Cuddy, and “Choice, Happiness, & Spaghetti Sauce” by Malcolm Gladwell.

3. Read the news

It's important to stay on top of social and political issues, in order to become aware of current events. Becoming politically aware and listening to different points of views helps us develop an understanding of what the world looks like outside of the bubble we unintentionally create for ourselves.

4. Don't say no to trying new things

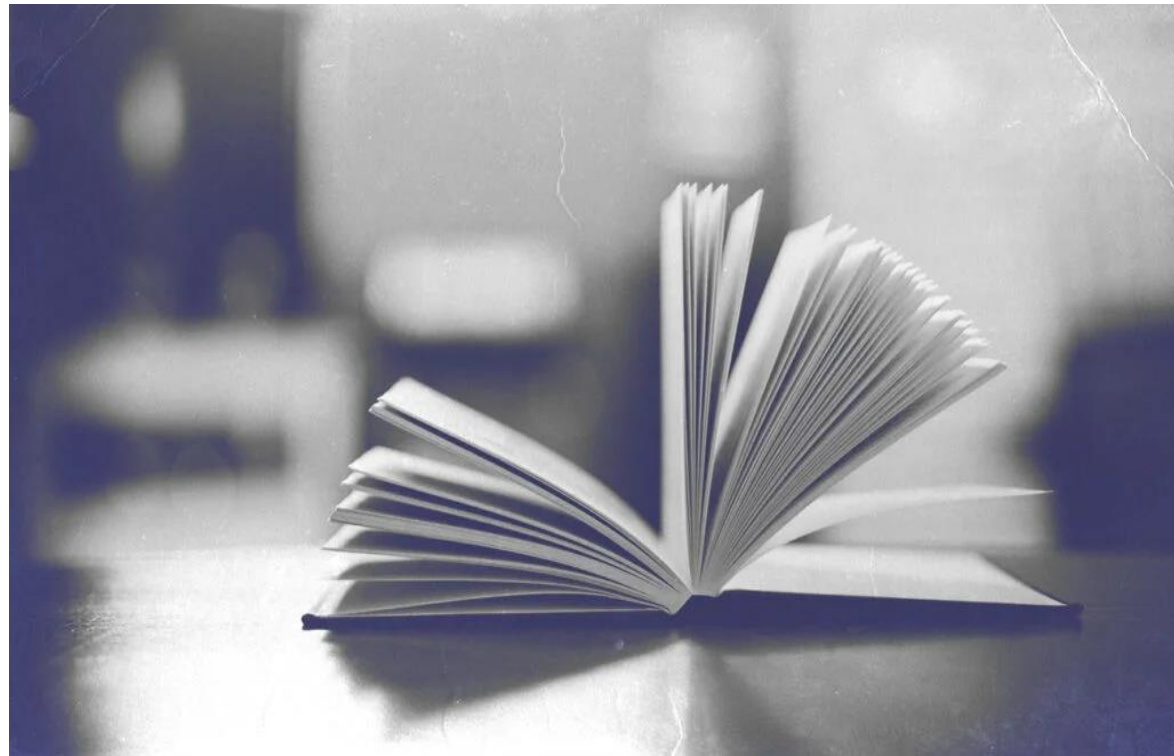
Being afraid of failure deprives you of many experiences and prevents you from reaching your potential. If you get the opportunity to try new things, go to events, join dance classes, and learn new languages.

5. Play games that enhance brain stimulation

Achieving intellectual wellness does not mean you have to be so serious all the time. Your methods to attain intellectual wellness don't have to be grand, it can be as simple as playing a game. Many games require thinking critically and analysing the body language of our opponents, and these factors expand our knowledge and experience over time.

6. Learn a new hobby

Playing an instrument, joining a sport, and learning a new language are all ways to expand your horizons. Not only are you expanding your knowledge and skills, but you are also engaging in fun activities that will ultimately impact your mental health positively.





Survivor story

Joseph Feaster's code about staying healthy is simple: "I don't worry about what I can't control, but I'm going to take charge of what I can control." Nowhere is that more evident than his focus on physical wellness. A prostate cancer diagnosis more than a decade ago was a wake-up call to become more active and to improve his diet. His walking routine and better eating habits have paid off. At 65, he's a model for other cancer survivors on how to take simple steps toward wellness and how to play an active role in your own care.

Why it is important

Improving physical wellness can:

- Make you feel stronger
- Help you feel less tired
- Help improve your mood
- Help lower the risk that your cancer will return

What you can do

Move More: This does not mean undertaking an intense exercise program. In fact, starting slow is the best course of action.

Listen to your body. Physical comfort is important for wellness, so if you are feeling sick from treatment, or are in pain, talk to your doctor before taking part in physical activities.



According to experts, a program to become more physically active has three main parts:

- It is "aerobic", meaning it is activity that gets your heart rate pumping, but not so high that you can't talk in short sentences while you are doing it. Aerobic activity includes things like walking, swimming or riding a bike. Your goal should be 30 minutes of aerobic exercise five times per week. If you can't start with 30 minutes, break up the time into two 15-minute walks, or three walks that last 10 minutes. Just do what you can and build your endurance over time.

- It involves strength training, or activity that helps you maintain, tone and build your muscles. This could include working with light weights, or using a weight machine or resistance bands. Your goal should be 2 days of strength training per week.
- It includes stretching and improving balance, to keep you flexible and steady on your feet. This could include things like yoga or Tai Chi, a graceful style of Chinese exercise.

Stop Smoking: If you smoke, try to stop. Talk to your doctor about medications and counselling to help you quit smoking. Most health insurance covers the cost of quitting smoking for as many times as you need.



Eat Better: Improving your diet is one of the most important parts of improving physical wellness. Maintain a healthy weight by:

- Eating whole foods, including whole grain products (limit processed foods)
- Eating at least 2.5 cups of fruits and vegetables each day
- Choosing foods low in salt, saturated fat and sugar
- Drinking water (limit alcohol and sugar sweetened drinks)

These are general guidelines. Talk to your doctor, or a nutritionist if you have special dietary requirements based on your unique situation.

Get Enough Sleep: According to the National Cancer Institute, upwards of 50% of cancer patients report some trouble sleeping. Getting rest is very important to cancer survivors who often feel tired because of the physical

or emotional effects of the illness or treatment. Talk to your doctor if you are having trouble sleeping. Getting enough sleep can improve the quality of your life before, during, and after your treatment.

Questions to ask yourself

- What type of physical activity do I like to do?
- Who can I find to be physically active with me?
- What can I do to improve my diet?

Questions to ask your health insurance plan

- Will my health insurance cover the cost of exercise and nutrition programs?

Questions to ask your doctor or care team

- What type of physical activity or exercise program is safe for me?
- What can I do if I am in pain, feeling sick from treatment, or have symptoms that make it difficult for me to be more active and eat better?
- Can you refer me to a rehab program or physical therapist for help with an exercise program designed for cancer survivors?
- Where can I get help developing a nutrition plan?
- What types of food/supplements are best for cancer survivors?
-
- What types of foods/supplements should I avoid?
- Can you refer me to a program that helps with nutrition or cooking advice for cancer survivors?
- Will you provide me with a survivorship care plan to help me stay well?

SOCIAL WELLNESS

Build relationships with others, deal with conflict appropriately, and connect to a positive social network



Human beings are inherently social creatures. Our need for meaningful social relationships goes beyond mere companionship... it is deeply rooted in our evolutionary history.

Building and nurturing connections with others not only provides us with a sense of belonging and support but it also plays a crucial role in our personal and professional growth.

This is *particularly* evident in the workplace, where fostering social wellness can significantly contribute to the success of both individuals and organizations.

In today's fast-paced and interconnected world, the importance of social wellness in the workplace cannot be overstated.

In 2022, a report found that 67% of employees experienced moderate to high-stress levels at work.

When employees feel a sense of community and belonging within their organization, they are more likely to be engaged, motivated, and committed to their work.

Why is social wellness important?

- **Mental and emotional well-being:**

Building and maintaining social connections contributes to positive mental and emotional health. It helps reduce feelings of loneliness, isolation, and stress, and promotes a sense of belonging and support.

- **Increased job satisfaction and engagement:**

When employees have strong social connections in the workplace, they tend to feel happier, more satisfied with their jobs, and more engaged in their work. This leads to improved productivity and performance.

- **Collaboration and creativity:**



The Power of Social Wellness in The Workplace:

Social wellness fosters a culture of collaboration and teamwork. When individuals feel connected and valued by their peers, they are more likely to work together effectively, share ideas, and contribute to collective goals.



In the 2021 Workplace Friendship & Happiness Survey by Wildgoose, it was found that having a best friend at work makes work more enjoyable for 57% of respondents, boosts productivity for 22%, and enhances creativity for 21% (see below how that correlates.)

- **Innovation and creativity:**

Social connections provide opportunities for diverse perspectives, knowledge sharing, and brainstorming. This enhances creativity and innovation within the organization, as individuals feel comfortable exchanging ideas and collaborating on new initiatives.

- **Support and resilience:**

Social connections provide a support system in times of challenge or stress. Having a network of colleagues who can offer advice, guidance, or



THE VALUE OF
FRIENDSHIP AND
ITS CRUCIAL
IMPORTANCE

simply a listening ear can help individuals navigate difficult situations and build resilience.

- **Reduced turnover and increased retention:**

When employees feel socially connected and valued within their workplace, they are more likely to stay with the organization for the long term.

This reduces turnover rates and saves costs associated with hiring and training new employees. In fact, studies have shown that low social interaction can be as detrimental to our health as smoking 15 cigarettes a day or struggling with alcoholism.

They are twice as likely to miss work due to illness and 5x more likely to miss work due to stress.

- **Positive organizational culture:**

Prioritizing social wellness creates a positive and inclusive organizational culture. It promotes respect, empathy, and strong relationships among team members, leading to a harmonious work environment.

Examples of social wellness programs for your employees in 2023

- **Employee resource groups:**

Establish employee-led groups based on shared characteristics or interests (e.g., diversity, hobbies, wellness) to promote a sense of community and provide networking opportunities.

- **Team-building activities:**

Organize regular team-building events, such as group outings, sports competitions, or virtual team-building exercises, to foster camaraderie and enhance interpersonal connections.

- **Wellness challenges:**

Create friendly wellness challenges that encourage employees to engage in healthy activities together, such as step challenges, fitness classes, or mindfulness sessions.

- **Mentoring programs:**

Implement mentorship initiatives where experienced employees can mentor and support newer or junior colleagues, fostering professional relationships and knowledge sharing.

- **Social events and celebrations:**

Plan social gatherings, such as holiday parties, team lunches, or virtual happy hours, to celebrate milestones, promote social interactions, and build stronger connections among employees.

- **Flexibility in work arrangements:**

Offer flexible work arrangements, such as remote work options or flexible schedules, which can allow employees to balance work and personal commitments while fostering opportunities for social connections outside the workplace.

- **Wellness committees:**

Establish employee-led wellness committees that organize events, initiatives, and resources related to physical, mental, and social well-being within the organization.

- **Recognition and appreciation programs:**

Implement recognition programs to acknowledge and appreciate employees' achievements and contributions, fostering a positive and supportive work environment.

Occupational Health & Wellness Checklist



Employee Engagement Checklist

1. Does your team understand the reasoning behind corporate occupational health and wellness goals and how their role in those programs directly impacts their success?
2. Are your corporate occupational health and wellness goals published, accessible, and reinforced to support team alignment?
3. Does your team have specific occupational health and wellness program KPIs?
4. Are your team's KPIs connected to your corporate occupational health and wellness goals?
5. If your team does have specific KPIs related to occupational health and wellness programs, are they recognized when they achieve them?
6. Does your organization provide online role-specific occupational health and wellness program learning paths and training?
7. Does your team have a way to share lessons learned and best practices for occupational health and wellness program tasks and processes with colleagues?

8. Does your team have easy-to-use tools and technology to support their efforts effectively managing occupational health and wellness programs?
9. Does your team have enough time and resources to perform core responsibilities well?
10. Does your team have the ability and autonomy to make decisions in their day-to-day tasks?
11. Does your team have access to the real-time data they need to adapt and manage occupational health and wellness programs?
12. Does your team have channels to share feedback, both anonymously and authored, on occupational health and wellness processes, programs, and performance with management?

If you answered “No” to any of the questions above, take a moment to fine-tune your employee engagement strategy and actively make progress to hit your occupational health and wellness goals. Need help getting started? Below are 5 strategies for enhancing participation in these programs and creating effective employee engagement across your organization.



5 Strategies for Creating an Effective Occupational Health and Wellness Employee Engagement Program

Set & communicate the vision

Explain how specific activities impact goals and create feedback channels in the form of KPIs, recognition, reports, and retrospectives.

Empower everyone

Give workers ownership for managing their EHS risks.

Activate employees

Make engagement, a sense of belonging, and meaningful work a part of your culture so that employees are both inspired and know how to get involved.

Get the right technology

Use technology that is easily accessible (e.g. it's mobile and cloud-based) to manage and transfer data to the right people anywhere they work.

Learning & Development

Provide growth through learning for your workforce, tailor learning paths to individual employee needs, and lean on lessons from experts who have walked in your shoes



 Sense of Purpose	 Financial Management	 Physical Health	 Mental Wellbeing	 Social Connections
Motivation	Future Planning	Work Environment	Mental Health	Relationships
Self-Awareness	Life Assurance	Exercise	Mindfulness	Manager Support
Goal-Setting	Budgeting	Nutrition	Self-Confidence	Peer Support
Productivity	Savings	Hydration	Growth Mindset	Emotional Intelligence
Core Values	Pension	Sleep	Stress Management & Resilience	

EMOTIONAL WELLNESS



What is Emotional Wellness?

Emotional wellness is the ability to manage one's feelings, thoughts, and behaviours in a way that positively impacts their mental and physical well-being. Emotional wellness is not just about avoiding negative emotions but also about developing positive emotions, such as happiness, joy, and contentment. Emotional wellness is important because it can affect our relationships with others, our work performance, and our overall quality of life.

Why is Emotional Wellness Important in the Workplace?

Emotional wellness at the workplace is important because it can impact employee engagement, productivity, and overall job satisfaction. When employees feel valued and supported, they are more likely to be engaged in their work, have higher levels of job satisfaction, and be more productive. Conversely, when employees feel stressed, overwhelmed, and unsupported, they are more likely to experience burnout, low morale, and reduced job satisfaction.

Strategies to Achieve Emotional Wellness at the Workplace

Encourage Open Communication: Encourage employees to communicate their thoughts and feelings with their managers or colleagues. This can help identify issues early on and provide support when needed.

Create a Positive Work Environment: A positive work environment can contribute to emotional wellness. Encourage positivity, respect, and inclusivity within the workplace.

Promote Work-Life Balance: Encourage employees to maintain a healthy work-life balance. This can include providing flexible work hours, telecommuting options, or offering mental health days.

Offer Mental Health Support: Offer mental health support services such as an Employee Assistance Program (EAP), access to counselling or therapy, or resources to manage stress and anxiety.

Provide Professional Development Opportunities: Provide opportunities for professional growth and development. This can help employees feel valued and supported, which can contribute to emotional wellness.

Recognize and Reward Good Work: Recognize and reward employees for their hard work and accomplishments. This can contribute to a positive work environment and motivate employees to continue doing their best.

Conclusion

Emotional wellness at the workplace is essential for employee well-being and job satisfaction. By promoting a positive work environment, encouraging open communication, and offering mental health support, employers can create a culture of emotional wellness. By investing in the emotional wellness of their employees, employers can help to create a productive and engaged workforce.

HOW TO PRACTICE SPIRITUAL WELLNESS



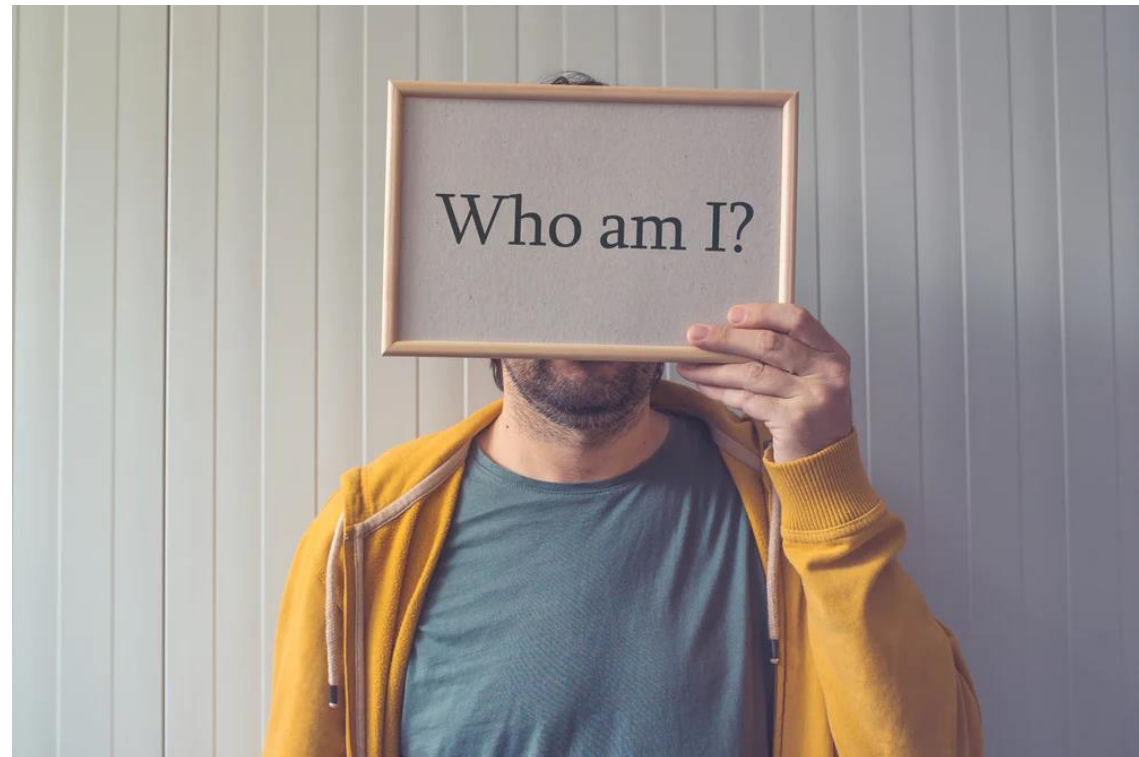
Spiritual wellness is an essential and pivotal component in balancing mental, physical, and emotional health. Generally speaking, spiritual wellness goes hand-in-hand with a person's desire to find purpose and meaning within their lives - contributing in providing harmony and inner peace. When one experiences and continuously practices spiritual wellness, there can be numerous health benefits that can help in alleviate stress, reduce depression, and boost your immune system. With a better mind and a better spirit comes a better life and body. When you practice spiritual wellness, it is important to find what works for you and builds relation with your core beliefs, values, and purpose.

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EXPLORE YOUR CORE - WHAT MAKES YOU, YOU?

In wanting to practice spiritual wellness, it is important to first have a clear understanding of yourself. Ask yourself these: "Who Am I?", "What is my purpose?", and "What are my values?". Within answering these questions, you will find that you will have a better and more in-depth understanding of yourself. It will also allow you to notice new and insightful things about yourself that you haven't before, all helping you discover and achieve your purpose.



EXAMINE DEEPER MEANINGS AND EXPRESS IT

Are there special patterns or events that keep reoccurring within your life? These can be truly insightful in helping you achieve spiritual wellness. In looking for deeper meaning and special patterns within your life can help you have control over your destiny and future events. Within discovering these patterns, think about how they make you feel. Provide yourself with a personal reflection, whether it is for emotional or mental purposes. Be sure to write your thoughts down if you need clarity.



TRY MEDITATION

As we have said before, meditation is important to your mental and spiritual wellness, providing numerous benefits that help alleviate stress, improve mental health and emotional health, boost self-awareness, and more. Meditation allows for you to become one with your inner thoughts,

practicing mindfulness that helps you stay within the moment. It is crucial and finding time to connect with yourself, so even if you practice meditation for ten minutes a day, the benefits to you and your spiritual health will pay off.



TAKE CARE OF YOUR BODY

A final step in practicing spiritual wellness is by taking care of your body. Based off of Maslow's Hierarchy of Needs, our physiological needs start the base of reaching self-actualization. Taking time to take care of your body is critical in needing to achieve spiritual wellness, with many ways to do so. Treat your body right by eating healthy, taking time to work out and exercise your body, and even provide it a little "TLC". Caring for your body allows you to reconnect with yourself while allowing you to focus on more important aspects of your life.