



Wellness & Relaxation Rooms

One way to prioritize employee/student emotional health and well-being is by creating a wellness or relaxation room. These spaces are designed to serve as a calming respite for individuals to feel comfortable and relaxed, whether as a break from their work/school day or when they are feeling particularly stressed about their work. A relaxation room can include many different components. As an example, Penn State University Park has a relaxation room for students and employees that includes biofeedback software to practice breathing exercises, audio tracks on a variety of mindfulness topics, coloring books, a zen sand garden, puzzles, and comfortable seating. The budget for this may widely vary, with factors such as space and other products like a computer, headphones, mindfulness/relaxation videos, aromatherapy, water, tea, coloring pages, coloring supplies, puzzles, etc. to consider. Budget to incentivize usage of the room as well.

How to Implement

- Identify a quiet and isolated space for the relaxation room
- Brainstorm ideas on how to decorate/what to include in the relaxation room
- Purchase supplies
- Create the relaxation room
- PROMOTE the relaxation room
- Train office/department leadership to encourage use of the relaxation room
- Remind managers, employees, and students of trainings to address work stress
 - <https://pshcompass.csod.com/GlobalSearch/search.aspx?s=1&q=stress>
Incentivize usage of the room by entering employees for a monthly drawing each time they visit the room.
- Promote usage of the room through flyers and email.

Evaluation

To assess the impact of the intervention:

- Schedule relaxation room time to help employees remember to take a break from their work on a regular basis
- Create log sheets to track usage of room
- Survey employees every 6 months (up to 2 years) to gauge the relaxation room's use and impact on employee well-being



Example Pre and Post Questions:

- Anonymously rate your energy level on a scale from 0-10. **(Ask pre/post each usage)**
- Anonymously rate your mental alertness on a scale from 0-10. **(Ask pre/post each usage)**
- Thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?
- How often do you find your work or school load stressful?
 - Always
 - Often
 - Sometimes
 - Hardly ever
 - Never
- What is your biggest barrier to positive mental health? (Check all that apply.)
 - Work stress
 - Micromanagement
 - Home stress
 - Busy schedule
 - Coworkers
 - Relationships outside of work
 - Other
- Over the last 2 weeks, how many days have you had trouble falling asleep or staying asleep or sleeping too much?
- How often do you find your work or school load stressful?
 - Always
 - Often
 - Sometimes
 - Hardly ever
 - Never



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- How often do you have physical symptoms that are likely stress related? (e.g., teeth grinding, headaches, palpitations, stomach aches, back aches)?
 - Never
 - Once a month
 - A few times per month
 - Once a week
 - Multiple times per week
 - Daily
 - N/A or I'd prefer to not answer
- How satisfied are you with current wellness programs?
 - Very satisfied
 - Satisfied
 - Neutral
 - Dissatisfied
 - Very dissatisfied
- All in all, how satisfied would you say you are with your job?
 - Very satisfied
 - Somewhat satisfied
 - Not too satisfied
 - Not at all satisfied
- How many hours do you spend on campus each week working and/or doing school work?
- During the past 30 days, for about how many days have you felt worried, tense, or anxious?
- Now thinking about your physical health, which includes physical illness and injury, for how many days during the past 30 days was your physical health not good?
- During the past month, other than your regular job or school load, did you participate in any physical activities or exercises such as running, calisthenics, golf, gardening, or walking for exercise?
 - Yes
 - No
- How many times per month did you take part in this activity during the past month?
 - And when you took part in this activity, for how many minutes did you usually keep at it?



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(LOCATION)

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monthly drawing to
win a gift card, each
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