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August 8, 2023

It's National Wellness Month



In August, we celebrate National Wellness Month, prioritizing your self-care, managing stress, and promoting healthy routines. Create wholesome habits in your lifestyle and focus on self-care to feel like your best self!

We can often put our health and wellness on the back burner due to work deadlines, traffic, family obligations and other stressors. Research has shown self-care helps manage stress and promotes happiness. For a happy and healthy life, it is important to focus on wellness and self-care. National Wellness Month was born out of the idea that if we are going to do big things in the world – build our careers, raise a family, further our education, create new ideas, and nurture our bodies – we need to take care of ourselves.

Source: National Today

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Getting Good at Asking for Help

Many people struggle with asking for help. It just doesn't feel right, or it goes against their nature.

This fits with a narrative we've been fed all our lives. In our culture, we tend to worship the self-made man or woman. We're told to pull ourselves up by our bootstraps (a truly ridiculous phrase, if we stop to think about it).

Perhaps we grew up admiring the Lone Ranger, Superman, Ironman, or Wonder Woman. It's part of U.S. history, with the rugged individualism and self-reliance inherited and lionized from the frontier days of the Wild West.

We value being independent and self-sufficient, a grinder who can push through hardship and get things done.

There's surely value in much of this, but it comes with a hefty price. If we're reluctant to ask for help, it can get us into big trouble in life by keeping us stuck or slowing down our advances.

Asking for help is an important life skill, work skill, and leadership skill. Those who struggle with it are wise to address it urgently.

Source: Gregg Vanourek



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Engage Employees on AI to Dissipate Fear



Artificial Intelligence stands on the precipice of being the most transformative technological innovation of our time. The power of AI to revolutionize industries through automation, data analysis and improved decision-making is no longer a speculation, but a reality.

But the transition to this digital age is not merely a technological shift – it requires a profound cultural metamorphosis, requiring understanding, acceptance, and commitment from the

most critical component of your organization: your employees.

Integrating AI into business operations brings about a host of clear benefits that go beyond simply boosting efficiency and reducing costs. To start, AI significantly improves decision-

making. With machine learning algorithms and predictive analytics, AI can process large amounts of data, extracting valuable insights that are otherwise challenging to glean manually. This means businesses can make smarter, more strategic decisions, reducing risks and seizing opportunities.

Moreover, AI is a game-changer for customer experience. It analyzes customer data and provides highly tailored customer interactions. Such personalized experiences increase customer satisfaction, foster loyalty and can lead to a boost in revenue.

Continue reading the complete article to gain strategies for garnering employee buy in.

Source: Tom Henson, SmartBrief

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The Importance of Positive Workplace Culture

In today's competitive business world, it is essential for companies to create a positive work culture that reflects their mission, values, and beliefs. Workplace culture encompasses the shared values, beliefs, attitudes, and assumptions that guide an organization and its employees.



It impacts not only the type of candidates a company attracts but also its productivity, employee engagement, and turnover rate. This article takes a dive deep into the importance of positive workplace culture and how companies can create one.

What is Positive Workplace Culture?

Positive workplace culture is the environment in which employees feel valued, supported, and nurtured. It is an environment that fosters collaboration, communication, and inclusivity. A positive workplace culture is one that is built on trust, respect, and open communication. It is an environment that encourages employees to be their best selves and to work towards a common goal.

Source: Diana Coker, The HR Digest

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How Gen Z Bosses Handle Age Bias at Work



There's one phrase every Gen Z boss has likely heard in their career: Can I speak to whoever you report to?

Looking your age (or younger) doesn't help either. And older professionals will often make assumptions based on that: "Surely this baby-faced youth doesn't have the authority or experience to make the

decision here?"

As such, being in a senior role managing others while in your early 20s can be extra tough. But like many generic, generational observations, this age bias can cloud reality.

There are Gen Zers who have either quickly risen to the ranks, or have founded entire companies themselves, and are running operations smoothly. These young workers are adaptable and resilient but are still judged by their age by people who measure professional credibility by length of time served in an industry.

Naturally, the more years of experience a person has under their belt, along with mistakes they've learned from, challenges they've figured out, teams they've led, makes them a more seasoned leader. But Gen Z also bring a fresh point of view. And like most work-related needs, balance, and diversity of age ranges – therefore outlooks – is usually best.

So why do some people from older generations have difficulty taking their opinion seriously in the workplace?

Continue reading for the answer to the above question and more!

Source: Cloey Callahan, *Worklife*

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