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HEALTHY KC
IN PARTNERSHIP WITH BLUE CROSS AND BLUE SHIELD OF KANSAS CITY

KC CHAMBER

Kansas City

UMKC

BLOCH

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FIVE WAYS EMPLOYERS CAN ACT

1. Train supervisors
Help managers recognize work-life strain and respond consistently and constructively.

2. Examine workplace norms
Identify unspoken expectations that equate commitment with personal sacrifice.

3. Build flexibility with clarity
Make available options easy to understand and apply them fairly.

4. Make support visible
Communicate policies and benefits regularly—and encourage leaders to model healthy boundaries.

5. Listen and measure
Use employee feedback, absence patterns, satisfaction, and retention data to identify opportunities for improvement.





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Work-life wellness is a workforce strategy

Supportive cultures and well-equipped supervisors can help employees succeed at work without sacrificing well-being at home—allowing the benefits to flow both ways.

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New research from the KC Chamber and UMKC shows how workplace culture and supervisors can improve employee well-being, job satisfaction, and retention.

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CONFLICT HAS A COST. ENRICHMENT CREATES VALUE.

When Work Creates Conflict

Job demands, long hours, or workplace stress can make it harder to meet personal, family, and caregiving responsibilities.

Work-to-family conflict is associated with:

- Higher stress
- Mental-health-related absences
- Lower job satisfaction
- Increased turnover risk

When Work Creates Enrichment

Work can provide confidence, skills, energy, resources, and a sense of accomplishment that strengthen life beyond the workplace.

Work-to-family enrichment is associated with:

- Better employee well-being
- Greater job satisfaction
- Stronger retention
- Positive effects that flow back into the workplace

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