



Case Reports & Reviews

Steps to Improving Employee Wellness: A Guide to Improving Productivity and Wellness

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Introduction

The Significance of Employee Wellness in Organizational Success

Organizational employee health is critical for the success of companies, effectiveness, and efficiency, in addition to maintenance costs. Corporations that commit adequately to wellness care initiatives record remarkable improvements in their financial and organizational bottom lines, reduced medical costs and truancy included. Evidence by Baicker, Cutler, and Song indicates how effective workplace wellness programs bear fruit in reducing healthcare expenditures by \$3.27 for every dollar spent towards wellness initiatives and reducing by \$2.73 those costs related to absenteeism per dollar invested. Employees with the proper nutritional habits are fully motivated, so they are more productive and active during their working time. As with prior outcomes, these point to integrating wellness activities within organizational management.

However, these benefits do not hence end at the economic facet; Policies and practices that promote the wellness of employees foster a caring, inclusive environment that results in improved job satisfaction and concomitantly improved organizational commitment. It can also be indicated that employees are likely to have a better perception of the employer and are likely to be valued when employers show concern for their welfare. This link between health and work morale also means that health programs remain indispensable for fostering excellence.

Objectives of the Literature Review

This literature review investigates novelty in strategies to enhance employee wellness, emphasizing holistic and individualized perspectives. Traditional employee wellness programs have concentrated their resources on just one area, for instance, physical fitness or nutrition, while the mental, emotional, and psychological health dimensions have been left out in the cold. Including such elements will address the various dimensions of the employee health challenge.

Key objectives include:

1. Looking at the elements of a complete employee wellness program: detoxification, nutrition, exercise, and stress management.
2. The idea is to present genetic testing as a tool to ensure foundational care and personalization.
3. Therefore, with the powers vested in us by the employees, we undertook this study to investigate the effectiveness of targeted supplementation, including products like Proprietary Blend I, Proprietary Blend III, and Proprietary Blend V, Proprietary Blend VI, Proprietary Blend VII, which could improve health outcomes.
4. Identifying trends in employee health interventions about their appropriateness in the holistic wellness models.

These objectives will help the review provide a framework organizations can adopt to optimize employee well-being and, by extension, workplace performance.

From Traditional Wellness Approaches to Integrated and Personalized Programs

Over the last few years, the deficiencies of the traditionally designed wellness programs have become increasingly apparent. For the most part, initiatives have had a narrow emphasis on physical health, primarily through fitness challenges or dietary advice. While these commonly produce some benefits, many have failed to fully address the underlying factors of poor mental health, chronic stress, and genetic predisposition [1]. Consequently, their impact tends to be short-lived and irregular among employees.

These deficiencies have made modern wellness programs more holistic and personalized. Genetic testing has been one of the key innovations in allowing organizations to tailor interventions to the needs of each individual [2]. For example, genetic insights can provide dietary and exercise recommendations so that each employee receives care based on their unique health profile.

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Furthermore, the bottom line for such programs includes, but is not limited to, personalized dietary supplements like Proprietary Blend II and Proprietary Blend VI. Such scientifically enhanced products will respond to specific health needs, including detoxification and enhancement of cognition and immunity. The tendency toward personalization is believed to have better outcomes and, at the same time, expresses a more significant interest on behalf of the participants. Comprehensive wellness strategies reflect broader trends in healthcare and workplace culture. Organizations increasingly recognize that employee health is multidimensional and interrelated; employers can create an environment supportive of sustained well-being and peak performance by collectively addressing the physical, mental, emotional, and psychological dimensions.

Foundational Dimensions of Wellness

The interconnectedness of Wellness Dimensions: Physical, Mental, Emotional, and Psychological

Wellness also encompasses the four dimensions of health: physical, mental, emotional, and psychological. All of these dimensions are connected to the person's subjective wellbeing. Therefore, physical well-being is a compelling body management through exercise, proper diet, and adequate sleep. Mental health, on the other hand, is defined by how the brain works, including memory, concentration, and problem-solving abilities [3]. Emotional health includes the capacity to appreciate and handle concerns. Psychological well-being includes personal resources known as psychological capital, a sense of meaning and purpose in life, and emotional intelligence.

Self-organizing work systems do not function in isolation; progress in one area often catalyzes improvements in others. For example, incorporating regular physical activity into a self-monitoring checklist has been associated with reduced levels of depression and anxiety [3], while also promoting emotional and psychological well-being. Similarly, mental practices such as mindfulness have been shown to alleviate stress-related physical symptoms, including hypertension and fatigue. Recognizing these interconnected dynamics allows organizations to design comprehensive wellness programs that address the multifaceted needs of their employees.

Limitations of Traditional Wellness Programs

Many workplace wellness programs focus on physical health initiatives such as gym memberships, fitness challenges, and smoking cessation support. While these efforts offer meaningful benefits, they often overlook equally important dimensions of well-being, including emotional health and stress management. Without addressing these broader factors, the positive effects of such programs may be short-term and less impactful overall [4].

Besides, traditional programs seldom address the very causes of health problems. For instance, exercise programs aimed at weight loss may not consider the reasons behind overeating, which could be due to chronic stress or psychological trauma. If these are not addressed, such initiatives will hardly ever achieve success. Another significant limitation is a lack of personalization [4]. Most of the current wellness programs have been developed with a standardized approach that overlooks the biological makeup inherited, lifestyles, and health status of people. Often, employees with such issues as chronic or requisite medical conditions, in particular mental conditions, may find these programs unmoving or irrelevant [5]. One inevitable problem of such programs is the limited application

of courtesy in which low levels of participation are closely correlated with minimal outcomes.

Benefits of Holistic Wellness Programs

The concept of the wellness approach has certain advantages. What these comprehensive healthcare programs lack is highlighted in holistic wellness programs. These programs cover physical, psychological, mental, and emotional demands and present a better solution to employee needs. Other merits associated with holistic wellness programs include increased productivity and work satisfaction. Workers participating in this program tend to be less stressed and highly active on the job site.

According to a study published by Song and Baicker [4], comprehensive wellness programs were associated with positive effects on health outcomes and a performance increase in the workplace. Fully rounded wellness programs deal with different dimensions, ensuring employees manage their stress, regain concentration, and retain their energy levels. This will help in culminating in increased productivity.

Holistic wellness programs increasingly emphasize personalization, leveraging tools such as genetic testing to design interventions tailored to each individual's unique health profile. Insights from genetic data can guide personalized dietary recommendations, fitness plans, and preventive care strategies, ensuring that employees receive support aligned with their specific needs [6]. For instance, individuals with genetic predispositions to cardiovascular conditions may benefit from targeted interventions focused on heart-healthy nutrition and stress management practices.

In addition, such programs add to a caring workplace culture that takes care of their employees' emotional and psychological well-being. Mindfulness training, counseling services, and team-building activities are some of the practices that make them feel like a family and belong to a community. Workers who feel that their holistic well-being is cared for tend to develop good interpersonal relationships and are loyal to the organization. The other significant benefit includes cost savings. Since it allows holistic programs to focus on the causes of health issues, thereby preventing chronic conditions rather than just treating them. Examples include incorporating stress management and dietary guidance to lower the risks of hypertension and diabetes, which again benefits employers by reducing healthcare costs [6].

The foundations of modern wellness reflect a clear shift away from narrowly focused initiatives toward comprehensive approaches that address physical, mental, emotional, and psychological well-being. When organizations recognize the interconnectedness of these health dimensions, they can implement programs that deliver more sustainable, long-term outcomes [5]. Holistic wellness not only enhances employee productivity and satisfaction but also fosters a supportive workplace culture and reduces overall healthcare costs. As the workforce continues to evolve, integrated wellness strategies will be vital for driving long-term organizational resilience and success.

Monthly Phases of the Program

Month 1: Detox and Cleansing

The Role of Detoxification in Foundational Health Improvement

As it is relevant, the essential detoxing process leads to improved foundational health simply by removing impeding toxins that would impair normal cellular and organ function. These come from environmental pollutants, processed foods, and metabolic byproducts associated with stress, which may overload the liver if not taken care of. The liver plays a vital role in detoxification because of its ability to metabolize harmful substances, taking them out of the system by a filter and using them in bile or urine for their excretion [7]. It will help the body's liver and all-natural detoxification processes restore its normal state, improve energy levels, and boost immunity. The study by Zarei et al. [8] supports this.

By reducing the toxic schedules, detoxification improves digestion and boosts the immune system and mental focus. Such a shift enables the body to be receptive to other wellness management interventions, making detoxification the first crucial step for anyone seeking the treatment.

Practices: Yoga, Mindfulness, Hydration

Detoxification becomes more effective when it combines physical and mental practices. Yoga is especially beneficial because specific poses such as twists and inversions help stimulate digestion, increase lymphatic flow, and improve circulation [9]. These movements enhance the function of the liver and kidneys, aiding in the efficient removal of waste from the body.

The stress-releasing aspects of mindfulness practices, meditation, and focused breathing further support detoxification. Long-term stress can raise cortisol levels, which can harm liver function and impede the body's detoxification process. Mindfulness soothes the nervous system and reduces physiological barriers to improved well-being. The second cornerstone of detoxification is proper hydration. Adequate water intake helps wash toxins through the urinary system and maintains kidney function [9]. Adding natural diuretics to water, like lemon, will further optimize this process by promoting alkalinity and enhancing detoxification pathways.

Supplements: Milk Thistle, Dandelion Root, NAC and Proprietary Blend I

Supplements can significantly assist the body's natural detox processes. One of them is milk thistle, with its ingredient silymarin protecting liver cells from damage and promoting their regeneration. The root of dandelion supports the production of bile, which is one of the means the liver uses to break down fat and waste. Amongst these, the precursor to glutathione, NAC, enjoys an especially befitting capability of scavenging free radicals. This neutralization allows the elimination of toxic material. Consequently, this makes it one of the most relevant nutritional elements in detox supplementation. Another detox supplement is Proprietary Blend I, which supports the body's natural elimination of heavy metals and environmental toxins at the cellular level. It contains bioavailable silica (orthosilicic acid derived from clinoptilolite), vitamin C, trace minerals, concentrated seawater, and potassium sorbate—all working synergistically to promote detoxification and cellular health.

These practices and supplements combined in the detoxification phase work on physical health and bring clarity to the mind and energy levels. This foundational phase prepares the body to embrace subsequent wellness interventions effectively.

Month 2: Nutrition

Refining Nutrition Through Superfoods and Meal Planning

Optimal nutrition is an essential factor in health and the quality of life, as for the body to function well, it needs good nutrition. Adding superfoods to the diet effectively achieves nutrient-dense meals that support cellular repair processes, energy production, and immunity. Foods like kale, spinach, quinoa, and blueberries contain vitamins, minerals, and antioxidants that help combat inflammation and oxidative stress associated with chronic diseases [10]. Meal planning is one of the key tools in refining nutrition. It helps to avoid nutritional deficiencies by planning and preparing appropriate meals in advance, reduces reliance on processed foods, and decreases the likelihood of making less-than-healthy choices when there is little time to eat. Such meal planning will also enable one to thoughtfully incorporate a variety of superfoods into daily meals for a broad range of nutrients [10]. Eating slowly, savoring each bite, and chewing food thoroughly enhance nutrient absorption and are part of a healthier approach to eating.

Key Supplements: Proprietary Blend V, Flaxseeds, and Proprietary Blend II

Whole foods should be your corner and backbone for healthy eating, but supplementation is still valuable when filling the gaps and individual nutritional requirements. Superfood powders like Proprietary Blend V have ingredients such as spirulina, chlorella, cayenne pepper, blueberry powder, wheatgrass, and broccoli, with a significant amount of fiber, antioxidants, and plant-based protein. Both could be helpful in one's body, especially when one cannot have various fresh vegetables in a meal.

Another helpful supplement is flaxseeds because they contain omega-3 fatty acids, lignans, and dietary fiber that support cardiovascular health by reducing inflammation and improving gut function. These benefits are also provided in Proprietary Blend V, a comprehensive greens formula that includes flaxseeds as part of its nutrient-rich blend, offering a convenient way to incorporate heart-healthy and gut-supportive ingredients into a daily routine. Proprietary Blend II provides a powerful blend of essential nutrients and botanical compounds that support immune function, energy metabolism, and cognitive health. In addition to key vitamins like D3 and C, it contains n-acetyl L-tyrosine, anhydrous caffeine, L-theanine, velvet bean seed extract (a natural source of L-DOPA), pine bark extract, and curcumin. Together, these ingredients enhance focus, mood, and mental clarity while promoting overall neurological resilience. According to Sassi & D'Amelio [11], these vitamins will ensure the body gets what it needs to function correctly without always relying on diet intake.

Supplementation to Fill Dietary Gaps

Modern diets lack many nutrients for peak health because of soil depletion, processing techniques, and lifestyle choices. In this case, supplements become a realistic option to fill these deficiencies and improve overall health. For example, omega-3 fatty acids and magnesium are usually lacking in typical diets but are needed for brain and muscle functionality [12]. Adding these through targeted supplementation ensures that deficiencies do not compromise health.

Apart from nutritional gaps, supplementation supports certain health ventures. For example, amateur athletes may find protein powder helpful for muscle recovery issues, while people dealing day in and day out with increased stress may benefit from substances called adaptogenic supplements, taking

into consideration ashwagandha [12]. Proprietary Blend V and Proprietary Blend II form the perfect blend of customized nutrition for achieving health outcomes.

Months 3-4: Exercise and Daily Movements

Structured and Balanced Exercise Plans to Reduce Sedentary Risks

Sedentary lifestyle behaviors are among the significant contributory factors to chronic health issues such as obesity, cardiovascular diseases, diabetes, and musculoskeletal disorders. Long periods of sitting contribute to the hazard in most workplaces. Incorporating regular, comprehensive exercise routines within employee wellness programs helps address some of these challenges. Such an initiative would help the organizations develop options for employees to squeeze some physical activities into their busy lifestyles, thus minimizing some health risks related to sitting behaviors.

The most effective exercise routines include a combination of aerobic activity, strength training, and flexibility exercises. Endurance activities such as walking, jogging, or cycling improve cardiovascular health and support weight management. Starting the day with light movement, like walking or jogging at the office, can help employees feel energized and enhance their mental well-being throughout the day. Strength training also contributes to muscle endurance and metabolic health. It lowers the risk of joint injuries by reinforcing the muscles surrounding the joints. For example, performing strength exercises for major muscle groups during lunch can increase physical work capacity and help offset the negative effects of prolonged sitting. Flexibility practices such as static stretching, yoga, and dynamic stretching improve posture, reduce muscle tension, and support ergonomic balance, especially for individuals who remain seated for long periods.

Apart from the structured exercise sessions, there is also the need to encourage daily activities. Such simple activities, the stairs, breaks to stand at desks, and organizing walking meetings help disrupt the sedentary activity pattern. Various studies have documented that even small bouts of active time throughout the day improve the general population's metabolic markers and health outcomes. Such habits among employees will eventually foster a workplace culture promoting movement and well-being.

Recovery Supplements: Spirulina, Garlic, Probiotics, and Psyllium Husk

Recovery from such exercises should focus on what is done during the performance and effective practices involved in recovery. Such nutritional supplements may be of prime importance for muscle repair, reduction of inflammation, and maintenance of total physical performance in terms of recovery. Spirulina is a nutrient-dense microalgae containing all amino acids necessary for muscle recovery and vitamins and antioxidants to protect against oxidative damage promoted by intense physical exertion. Its high protein content is of real value for repairing tissues and restocking energy.

Garlic has a long history of use in traditional and modern medicine due to its powerful therapeutic properties. It is widely recognized for its cardiovascular benefits and is often included in natural anti-inflammatory and heart-supportive remedies. Rich in sulfur-containing compounds such as allicin, garlic exhibits strong antioxidant and anti-inflammatory effects that support vascular health, regulate blood pressure, and improve circulation. In the context of physical recovery, garlic has also

shown promise in reducing exercise-induced muscle soreness, known as myalgia. When used as a post-exercise supplement, it can help alleviate muscle tenderness and inflammation, making it easier for individuals to recover and maintain consistent training routines. This recovery support indirectly benefits cardiovascular function by minimizing the physical stress placed on the heart following intense or prolonged activity. As a result, regular use of garlic may help reduce the long-term cardiovascular strain associated with chronic exercise, promoting both muscular and heart health over time.

Probiotics are essential for maintaining digestive health. A balanced gut microbiome improves nutrient absorption, regulates inflammation, and strengthens the immune system. These functions are especially important during recovery and contribute to overall wellness. Psyllium husk, a natural source of dietary fiber, also plays a supportive role in digestion and detoxification. During periods of physical recovery, psyllium helps the body eliminate waste and toxins efficiently, allowing for faster and more complete restoration after exertion. Including supplements like probiotics and psyllium husk in a wellness program can help minimize common recovery challenges such as fatigue and muscle soreness. This enables employees to stay consistent with physical activity and maintain progress without frequent interruptions. When exercise and recovery are approached together as a unified aspect of well-being, it encourages long-term commitment to health and supports a more resilient, energized workforce.

Month 5: Injury Prevention and Recovery

Prevention Techniques: Foam Rolling, Stretching, Massage, and Chiropractic Care

Preventing injuries is a cornerstone of any successful wellness program, particularly for employees engaging in regular physical activity. Injuries can disrupt progress, reduce productivity, and diminish morale [13]. Proactive prevention techniques, including foam rolling, stretching, massage therapy, and chiropractic care, offer practical solutions for minimizing injury risks and promoting musculoskeletal health.

Foam rolling, a self-myofascial release technique, targets tight muscles and fascial adhesions, improving flexibility and reducing the likelihood of injuries. By increasing blood flow and relieving muscle tension, foam rolling prepares the body for physical activity and accelerates recovery after exercise [13]. Regular use of foam rollers can also alleviate chronic pain associated with prolonged sitting or repetitive workplace movements.

Stretching, both dynamic and static, is essential in injury prevention. Dynamic stretches before physical activity prepare the muscles and joints for movement, enhancing the range of motion and reducing stiffness. Based on type and function, static stretches, for example, after exercise, can be used to maintain or increase flexibility, relieve tension, or promote relaxation. Such practices are most advantageous for desk-bound workers, for which sedentary work combined with improper body positioning contributes to musculoskeletal dysfunction.

The benefits of massage therapy extend to recovery from muscle tension, increased circulation, and relaxation factors. Ongoing massages help develop muscle memories, detect imbalances that need attention, and may lead to an overuse injury [14]. Another proven method of preventing such injuries is visiting a chiropractor, which entails spinal and joint manipulation. Scoliosis can cause distortions in posture

and muscle movements and cause high risks of injuries. Spinal manipulation brings back proper positioning and biomechanics, thus enhancing workability and lessening stress on muscles and bones. Altogether, these prevention techniques compose a safety perspective on health; this means that people shall be allowed to exercise without being hindered by injury breakdowns.

Collagen Supplementation to Support Musculoskeletal Resilience

As the body's primary structural protein, collagen is critical for maintaining the integrity of connective tissues, including tendons, ligaments, cartilage, and joints [15]. With age and repeated physical activity, the body's natural collagen production declines, often resulting in joint pain, stiffness, and increased susceptibility to injuries. Supplementing with collagen has been shown to support joint health, reduce exercise-induced discomfort, and enhance the strength and resilience of the musculoskeletal system. Modern collagen supplements provide essential building blocks for tissue repair and regeneration. Hydrolyzed collagen, in particular, is highly bioavailable and readily absorbed, making it an effective choice for supporting recovery and structural integrity [14,16]. Consistent collagen intake has been linked to improved joint function, reduced osteoarthritic pain, and enhanced skin and bone health, reinforcing its role in total body rejuvenation.

Proprietary Blend VII, is a comprehensive collagen and colostrum supplement designed to support these restorative processes. In addition to hydrolyzed collagen, it contains bovine colostrum, which provides bioactive compounds, growth factors, and immune-supporting nutrients that further enhance recovery and resilience. This dual-action formula aids in rebuilding connective tissues while supporting gut and immune health, making it a strategic addition to any injury prevention and recovery program. By integrating Proprietary Blend VII into workplace wellness initiatives, organizations can help employees meet the physical demands of their roles more effectively. This proactive approach not only improves individual health outcomes but also contributes to reduced healthcare costs and greater long-term participation in wellness programs. It represents a sustainable strategy for preventing injury, accelerating recovery, and promoting consistent engagement in healthy, active lifestyles.

Month 6: Stress Management

Techniques: Yoga, Breathing Exercises, Journaling, and Mindfulness Apps

Stress is among the leading work challenges that result in low productivity, burnout, and health complications. When effective stress management methods are applied, such effects can be counteracted by improving employee resilience and wellness [17]. Yoga will be particularly effective in such contexts because it combines physical movement with mindfulness, making it a holistic approach toward stress reduction. Regular yoga has lowered cortisol levels, improved heart rate variability, and increased emotional regulation [17]. Specific postures, such as forward bends and restorative stretches, directly stimulate the parasympathetic nervous system and produce a soothing effect on both body and mind.

Other tools include diaphragmatic breathing and box breathing exercises to help mitigate stress. These techniques allow the employees to slow down their breathing, which helps engage the body's response to relaxation [18]. This helps reduce

stress-related physiological symptoms, including increased heart rates and muscle tension. It helps them reinstate their focus by incorporating brief breathing sessions into the workday.

It also helps provide a reflective outlet in stress management through journaling, whereby individuals can process their emotions, identify the stressors, and describe ways in which solutions could be carried out. Studies indicate that expressive writing enhances and decreases anxiety and problem-solving. Employees are more emotionally stable and cope better with issues arising. People practice mindfulness through apps like Calm and Headspace, and it has also found a way to address the issue of stress. When listening to guided meditations, relaxation sounds, or mindfulness alerts on these apps, stress can be eased even for short durations. Studies have found that employees who use mindfulness apps have decreased stress and concentration levels, helping them improve their work performance accordingly.

Key Supplements: Proprietary Blend III, Ashwagandha, Magnesium

Nutritional supplementation provides important complementary support for managing stress, particularly when combined with behavioral approaches such as mindfulness, physical activity, and quality sleep. Supplements can help address the physiological imbalances commonly triggered by chronic stress, including inflammation, hormonal shifts, and oxidative damage. Turmeric is one of the most studied botanical ingredients in this area. Its active compound, curcumin, has been shown to support emotional well-being and mood balance. It also plays a role in modulating inflammatory pathways, which may contribute to improved cognitive function and physical resilience during times of ongoing stress [19]. Proprietary Blend III, is a broad-spectrum plant-based supplement that includes turmeric along with a synergistic blend of other botanicals and nutrients designed to support the body's ability to recover from daily stressors. In addition to turmeric, it contains black seed oil, which is recognized for its antioxidant properties and potential to support immune and nervous system health. Resveratrol is included for its cellular repair and mitochondrial support, while raspberry ketone may influence metabolic energy regulation. Aloe vera contributes to gut health and internal calm, while D-ribose assists in replenishing cellular energy levels. Other ingredients such as apple cider vinegar, monk fruit, and natural flavoring work together to enhance metabolic stability and antioxidant activity.

Together, the ingredients in Proprietary Blend III, provide support for the body's natural stress response by helping to balance inflammation, improve energy metabolism, and strengthen overall vitality. The formula targets multiple body systems involved in the stress response, including the nervous, endocrine, and digestive systems. This makes it a helpful addition to wellness programs that aim to improve mental clarity, mood stability, and daily energy levels. When used consistently as part of a comprehensive wellness routine, Proprietary Blend III can help individuals recover from the physiological toll of stress and promote internal balance over time. For employees facing demanding schedules or high cognitive loads, this type of nutritional support can enhance overall performance and support long-term well-being. It reflects a proactive approach to stress management that strengthens resilience and helps maintain a more productive, healthy workforce.

Ashwagandha, a well-known adaptogenic herb in traditional Ayurvedic medicine, plays a foundational role in comprehensive

stress management strategies. As an adaptogen, it helps the body maintain internal balance by supporting its natural ability to adapt to both physical and emotional stressors. One of its primary functions involves the regulation of cortisol, the hormone most closely associated with the body's stress response [19]. By helping to modulate cortisol levels, ashwagandha contributes to a more stable stress response and promotes systemic resilience. A growing body of clinical research has highlighted ashwagandha's potential in supporting mental and physical well-being. Studies suggest it may aid in reducing symptoms of anxiety, enhancing sleep quality, and supporting overall vitality. Individuals using ashwagandha have reported improvements in mood, greater resistance to fatigue, and a more consistent sense of energy throughout the day. These outcomes make it a valuable component of integrative approaches to stress relief, particularly when paired with mindfulness practices, exercise, and other supportive therapies. Ashwagandha's multifaceted benefits extend to cognitive performance, emotional stability, and physical endurance, making it an essential element in many modern stress management regimens. Its inclusion in nutritional supplementation protocols offers a natural way to enhance both mental clarity and physiological strength, allowing individuals to better navigate the demands of daily life while preserving long-term health and well-being.

Magnesium, often referred to as the "relaxation mineral," plays a vital role in maintaining balance within the nervous system. It supports the regulation of neurotransmitters, aids in muscle relaxation, and contributes to the stability of the parasympathetic nervous system, which is responsible for the body's ability to rest, recover, and manage stress. Magnesium is involved in hundreds of biochemical processes that influence energy production, sleep quality, and mood regulation. Low levels of magnesium have been linked to increased irritability, heightened anxiety, muscle tightness, and difficulty sleeping. These symptoms can reduce an individual's resilience and impair their ability to recover from both physical exertion and emotional stress. Unfortunately, magnesium deficiency is common, often due to dietary insufficiencies, chronic stress, and lifestyle factors such as excessive caffeine or alcohol intake. Supplementing with magnesium can help restore optimal levels and improve the body's capacity to cope with stress. In the workplace setting, this translates into enhanced mental clarity, greater emotional steadiness, and improved physical recovery. Employees with adequate magnesium levels often experience better sleep, more balanced energy throughout the day, and reduced feelings of overwhelm. Incorporating magnesium into the stress management component of a wellness program provides important physiological support during periods of high demand. When combined with strategies such as breathing exercises, mindfulness practices, and structured physical activity, magnesium helps build a workforce that is more resilient, focused, and engaged. This long-term investment in employee well-being supports healthier work environments and greater productivity over time.

Months 7-8: Cognitive Performance and Mood Support Enhancing Cognitive Capabilities and Mood Stability

Cognitive performance and mood stability are essential for workplace success. They affect decision-making, problem-solving, and interaction with others. These functions can be compromised due to chronic stress, poor nutrition, and sleep deprivation. Hence, targeted interventions are very much required. Activities that include playing problem-solving

games, reading books and magazines, and doing exercises that involve practicing mindfulness will help one's mind stay sharp and ready for change. The performance of such activities enables the interaction of the brain to start working most efficiently, allowing one to be keen and make decisions faster.

It is instrumental in encouraging workplace practices that promote emotional well-being [20]. Team building, open communication, and a supportive workplace culture are all part of a suitable environment to help sustain mood stability. The literature has demonstrated that workers who feel their colleagues and managers are supportive can show emotional resilience and flexibility and, hence, can adapt better in challenging situations [20]. Moreover, mindfulness exercises decrease stress, sharpen attention, and enhance memory- all contributing to improved cognitive function.

Key supplements that support cognitive health include Lion's Mane mushroom, Bacopa monnieri, Phosphatidylserine, and the Proprietary Blend II formula. Nutritional support plays an essential role in protecting brain function and promoting emotional stability, especially in high-demand environments. Lion's Mane, an organic nootropic, is particularly noteworthy for its ability to stimulate the synthesis of Nerve Growth Factor (NGF), a protein critical for the development, maintenance, and regeneration of neurons. Research has shown that Lion's Mane may enhance memory, improve concentration, and support overall cognitive performance by strengthening neural connections and encouraging neuroplasticity. These benefits make it an effective tool for employees seeking to maintain focus, mental clarity, and productivity throughout the day. When combined with other brain-supportive compounds such as Bacopa for memory, Phosphatidylserine for cellular communication, and the synergistic ingredients in Proprietary Blend II, this supplement strategy can form a comprehensive approach to cognitive resilience and workplace mental performance.

Bacopa monnieri, a revered herb in Ayurvedic medicine, has been extensively studied for its cognitive-enhancing properties. As an adaptogen, it supports the body's ability to manage stress while simultaneously improving cognitive function. Bacopa has been shown to enhance various aspects of mental performance, including information processing speed, memory consolidation, learning capacity, and attention span. These benefits are particularly valuable in high-pressure or mentally demanding environments where focus and clarity are essential. What makes Bacopa especially versatile is its dual impact on both cognitive and emotional well-being. In addition to sharpening mental acuity, Bacopa has demonstrated anxiolytic effects, helping to reduce symptoms of anxiety and promote a sense of calm without sedation. By regulating neurotransmitters such as serotonin and modulating stress hormone levels, Bacopa contributes to greater emotional stability and resilience. Its neuroprotective qualities are attributed to its antioxidant content and its ability to support synaptic plasticity, the brain's capacity to form and strengthen neural connections. Over time, regular supplementation with Bacopa may enhance long-term brain health, reduce mental fatigue, and improve adaptability to psychological stressors. Incorporating Bacopa into a wellness or productivity regimen provides employees with a natural option for boosting both cognitive performance and emotional balance. This makes it an ideal supplement for individuals navigating complex tasks, high workloads, or fast-paced work environments.

Phosphatidylserine is a naturally occurring phospholipid that plays a critical role in maintaining the structural integrity and function of cell membranes, particularly in the brain. It is most concentrated in neuronal membranes, where it facilitates effective communication between brain cells, supports signal transmission, and contributes to overall neural plasticity. This lipid is essential for cognitive processes such as memory formation, attention regulation, and learning efficiency. Supplementation with phosphatidylserine has been widely studied for its benefits in supporting cognitive health. Research suggests that it may enhance memory recall, improve focus, and contribute to mood stabilization, especially in populations experiencing cognitive decline due to aging or chronic stress. By supporting the healthy function of neurotransmitter systems, phosphatidylserine may also help modulate the body's stress response, promoting a sense of calm and mental clarity. In older adults, phosphatidylserine has shown promise in maintaining cognitive performance and slowing the progression of memory loss associated with aging. In individuals exposed to persistent psychological or occupational stress, it may help mitigate the cognitive fatigue and emotional dysregulation often associated with elevated cortisol levels. Furthermore, phosphatidylserine supports mitochondrial function and energy metabolism in brain cells, which is essential for maintaining mental performance throughout the day. Its neuroprotective properties make it a valuable addition to comprehensive brain health protocols aimed at enhancing resilience, sustaining focus, and preserving long-term cognitive vitality. Incorporating phosphatidylserine into workplace wellness or cognitive enhancement programs offers a scientifically grounded approach to improving mental sharpness and emotional balance, particularly for individuals navigating high cognitive demands or experiencing stress-related cognitive decline.

The unique formulation of Proprietary Blend II combines a powerful blend of natural ingredients that work synergistically to promote enhanced focus, sustained energy, and emotional balance. Designed to support optimal brain function, Proprietary Blend II includes n-acetyl L-tyrosine, anhydrous caffeine, L-theanine, velvet bean seed extract (a natural source of L-DOPA), pine bark extract, curcumin, and vitamin D3. Each of these ingredients contributes distinct neuroprotective and cognitive-enhancing properties, making Proprietary Blend II a comprehensive nootropic solution for the modern workplace. N-acetyl L-tyrosine supports dopamine production and improves cognitive flexibility, especially under stress. Anhydrous caffeine provides clean, quick mental stimulation without the crash typically associated with synthetic stimulants. L-theanine, a calming amino acid derived from green tea, works alongside caffeine to smooth energy delivery and enhance mental clarity without inducing anxiety. Velvet bean seed extract supplies L-DOPA, a dopamine precursor that plays a key role in mood regulation, motivation, and alertness. Pine bark extract delivers powerful antioxidants that support cerebral blood flow and combat oxidative stress, while curcumin, the active compound in turmeric, supports inflammation modulation and neurogenesis. Vitamin D3 plays an important role in neuroendocrine health and emotional stability. Together, these ingredients form a balanced and targeted approach to improving focus, productivity, and emotional resilience. By incorporating Proprietary Blend II into employee wellness programs, organizations can provide science-backed cognitive and mood support that addresses the increasing mental demands of today's workplace. This supplementation acts as a strategic

intervention, equipping employees with the tools they need to maintain peak performance, clarity, and composure throughout their workday. Incorporating this type of brain-boosting protocol into workplace wellness initiatives not only enhances individual employee performance but also contributes to building a more engaged, productive, and emotionally resilient workforce. When cognitive health is properly addressed and supported, employees are better equipped to handle challenges, think creatively, and sustain motivation over the long term. Ultimately, this leads to improved job satisfaction, reduced burnout, and stronger organizational outcomes rooted in well-being and human potential.

Months 9-12: Self-Awareness, Self-Care, and Healthy Habits

Mindfulness and physical health practices in developing self-awareness and sustainable habits. This final phase of the employee wellness program involves developing self-awareness and self-care to create sustainable habits. Self-awareness is generally the beginning of personal and professional growth, whereby persons can recognize needs, strengths, and areas for further improvement. Thus, a developed awareness will allow a person to make active choices that better align with the individual's values and health goals, leading to increased resilience and greater life satisfaction. Mindfulness is a powerful technique for enhancing self-awareness. Meditation, journaling, or reflective thinking can help employees better understand themselves and gain meaningful insight into their thoughts, feelings, and behaviors. The daily mindfulness exercises—even if only a few minutes, the ability to realize when stressors are near and how to handle the stressors. For instance, a gratitude journal is good for mental well-being and encourages employees to focus on positive experiences, which helps create a constructive mindset that supports resilience [21].

In addition to mindfulness, physical health practices are the most important in creating long-term habits. Regular exercise, walking, yoga, or strength training contributes to good health for the future and improves one's self-care routine. Employees who exercise regularly tend to have a good relationship with their bodies and are, therefore, able to commit more profoundly to their active lifestyle. Along with sufficient sleep and proper hydration, these practices provide a sound foundation for durable health improvement.

Sustainability in self-care means fitting these practices into daily routines in a manageable way. Behavioral psychology demonstrates that habits would be better facilitated if they are easy, fun, and associated with known practices. People may perform push-ups as warm-ups in the morning or have evening journaling with deep breathing exercises. These minor shifts in behavior, carried out over time, make significant and long-term modification possible.

Supporting Supplements: Ashwagandha, Proprietary Blend V and Anti Inflammatory Products

Supplementation is, however, required and is the key assistance during this process of habit formation. The stress-relieving and the ability to build up or create a coping mechanism in the body for stress also comes from an herb known as Ashwagandha. That is why supporting people in regulating their cortisol levels and improving sleep duration and quality enables individuals to cope with the challenges of their work better; thus, it is an excellent addition to maintaining wellness during this phase [22]. Proprietary Blend V is a powder containing concentrated

nutrients and phytonutrients designed to help increase energy and immunity and promote well-being. It is especially rich in antioxidants, vitamins, and minerals that one may be lacking even if they have worked on their unhealthy food choices. By boosting energy and reducing fatigue, Proprietary Blend V ensures employees have the physical stamina to maintain their routines.

Anti-inflammatory products, such as turmeric and omega-3 fatty acid supplements, reduce inflammation and promote joint and cardiovascular health [22]. Chronic inflammation is exacerbated by stress and poor lifestyle choices, thus standing in the way of progress in building healthy habits. Adding anti-inflammatory supplements offers added protection and supports optimal physical and mental function. This phase equips the employees with the necessary means to maintain their well-being by integrating mindfulness practices, physical health activities, and targeted supplementation [22]. The transition from the structured program to independently maintaining these habits empowers employees to self-manage, focus more on personal care, and develop better resilience to ensure that long-term health benefits are kept along with workplace productivity.

The Role of Genetic Testing in Wellness Programs

Genetic Testing: A Key Component of Proactive Health Management

Over time, genetic testing has emerged as a game-changing tool in proactive health management, mainly because it can give insight into one's predisposition toward many health conditions [23]. Given that potential genetic diseases such as diabetes, cardiovascular disorders, and certain types of cancer are being genetically encoded, through genetic testing, employees can take appropriate measures to control their health. The individual approach to patients changes the focus from acute care to timely care aimed at preventing chronic diseases, decreasing the cost of illnesses in the future.

Integration of Employee Insurance to Personalize Wellness Strategies

Genetic testing as part of employee insurance schemes means better access, ensuring that wellness strategies are at an affordable reach and thus nonexclusive. Insured genetic testing lowers economic hurdles by allowing employees to use sophisticated diagnostics. This also has the potential to aid an organization in designing wellness programs, considering employees' genetic predispositions [23]. It also has the potential to assist an organization in developing wellness programs that will consider employee genetic susceptibility factors. For instance, potential carriers of risks associated with bone densities could be given specific directions or products such as supplements or special exercises. The above-customized approaches improve health and efficiency in client health services expenses.

Some Examples of Genetic Testing Insights Improve Definite Care

Genetic testing insights add substantially to basic care. Workers who learn through a genetic test that they have genetic variations in genes involved with caffeine metabolism can adjust their intake to optimize energy levels while minimizing adverse side effects [24]. Those at risk of lactose intolerance can make the necessary dietary adjustments to avoid discomfort and

nutritional deficiencies. In these ways, uses of genetic insight enable employees to make personally responsible choices and thus lead to more sustainable health behaviours and increased effectiveness of wellness programs.

Product Recommendation to Use as Supplements

Discussion on Supplements in Detail

Targeted supplementation is the keystone of the wellness program. There are specific products to enhance the various phases: Proprietary Blend I acts as a detoxification aid, removing heavy metals and environmental toxins from the body at a cellular level, supporting the body during detox, while Proprietary Blend III replenishes essential minerals and promotes gut health as a strong foundation for optimum nutrition.

Proprietary Blend V is a superfood blend of spirulina and wheatgrass that helps boost energy and immunity with its essential vitamins and antioxidants. Proprietary Blend II is all about cognitive performance, merging natural nootropics that improve focus, memory, and mood. Proprietary Blend VI keeps your immune system strong by combining vitamins, adaptogens, and anti-inflammatory ingredients for year-round protection [25]. Proprietary Blend VII for collagen that supports musculoskeletal health by facilitating tissue repair, collagen synthesis, and joint flexibility. These products will sit well with the program phases since they are anchored on micro wellness goals that aim to enhance employees' lives.

Findings Regarding Ingredient Outcomes and Correspondence to Program Stages

It is, however, supported by the promotion of scientific research. The detoxification agents that Proprietary Blend I incorporates, such as zeolite, are well-recognized in their capability to bind toxins and heavy metals for their safe removal. Proprietary Blend V have been fortified with nutrient-dense superfoods, proven to combat oxidative stress and enhance vitality [26]. Proprietary Blend II ingredients like velvet bean seed and N-acetyl L-tyrosine, have cognitive benefits, such as improving memory and clarity.

These are added at stages in the program that will have the most positive effect on the employee, reinforcing the wellness strategy holistically. As each phase is covered with its appropriate high-quality supplement addition, employees will be more capable of meeting their wellness goals and sustaining improved health and productivity.

Conclusion

The proposed program on employee wellness is holistic in approach, integrating physical, mental, emotional, and psychological health. The proposed program integrates detoxification, nutrition, exercise, injury prevention, stress management, and cognitive enhancement into one structured framework to ensure sustainable health improvement. This is furthered by the inclusion of genetic testing with targeted supplementation, such as Proprietary Blend I and Proprietary Blend V, for personalization of care in effective interventions that meet the needs of each individual. This comprehensive wellness strategy greatly influences workplace productivity and employee satisfaction. Healthier employees are more engaged and show better performance with less absenteeism, which contributes to the success of an organization. A supportive wellness culture also creates loyalty and satisfaction, reducing

turnover rates. Future research should investigate the long-term outcomes of such holistic programs, especially their scalability and integration with emerging technologies. The application of similar initiatives across industries will go a long way in helping redefine workplace health and moving it toward sustainable well-being.

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