



LeadWell

Personal Well Culture

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Why Leaders own WELL Culture

- Culture is not programs!
 - Culture is leader behavior repeated daily
- Organizations do not rise to the level of their wellness programs
 - They fall to the level of their leadership habits
- People do what leaders:
 - Model
 - Reward
 - Tolerate

- How many hours did you sleep last night?
- When did you last exercise?
- When did you last take a full lunch break?
- When was the last time you used PTO or Sick time?

Personal LeadWELL Framework

- Use W.E.L.L

Pillar	Leadership Focus	Outcome
W – Work Capacity	Physical & mental energy	Sustainable performance
E – Emotional Regulation	Stress management	Better leadership decisions
L – Leadership Modeling	Visible behaviors	Cultural signal
L – Lifestyle Systems	Habits & routines	Long-term sustainability



Personal WELL Culture

- Personal WELL culture improves:
 - Energy
 - Decision making
 - Stress Tolerance
 - Team Performance
 - Retention
- Your team will never outperform the health habits of its leader

W – Work Capacity

- Leaders must treat energy like a strategic resource
- High performers manage energy, not just time
- Sleep, movement, nutrition, and recovery drive cognitive performance
- Fatigue causes:
 - Poor judgement
 - Irritability
 - Reduced creativity
 - Increased injury risk





W - Practical Tips for Leaders

1. Protect sleep like a mission requirement
 - Target 7-8 hours
 - Sleep routine?
2. Schedule workouts like meetings
 - Put them on the calendar and protect them
 - Does not need to be during the workday
3. Use movement breaks
 - Every 60-90 minutes
4. Hydration standard
 - Leaders carry water visibly
5. Lunch discipline
 - Leaders who skip lunch create teams that skip lunch



E – Emotional Regulation

- A leader's nervous system sets the emotional climate of the organization
 - Stress spreads faster than motivation
- Teams mirror the emotional tone of their leaders
- Emotional regulation drives:
 - Decision quality
 - Communication clarity
 - Trust
 - Psychological safety



E – Practical Tips for Leaders

1. Breathing

- 4 seconds in, 4 second hold, 4 seconds out
- Use before:
 - Difficult conversations
 - Briefings
 - High stress environments

2. Pause before response

- Ask:
 - “Is my response productive or reactive?”

3. End of day decompression

- Create a transition ritual before going home
 - Walk
 - Gym
 - 5 minute reflection

L – Leadership Modeling

- People copy behavior they see from leaders
- The fastest way to destroy wellness culture is:
 - Say wellness matters
 - Act like it doesn't
- Examples
 - Leaders who brag about sleep deprivation
 - Leaders who never take leave
 - Leaders who skip meals
 - Leaders who never train physically
- This signals “Performance requires self-destruction”





L – Practical Modeling Behaviors

- Leaders should visibly:
 - Exercise
 - Take recovery time
 - Encourage and take leave
 - Eat real meals
 - Talk about sleep
- Culture shifts through small signals
 - Practice what you preach
 - Even small changes make a big impact on WELL culture



L – Practical Systems for Leaders

- Morning routine
 - Hydration
 - Movement
 - Sunlight
 - Planning
- Training routine
 - 3-5 sessions per week
 - Scheduled like meetings
- Recovery routine
 - Sleep schedule and routine
 - Evening shutdown?
 - Self care
- Digital boundaries
 - No email after certain hours

Leadership Reality Check

Would your team be healthier or less healthy if they copied your habits exactly?





Organizational Impact

- When leaders build personal WELL culture...
- Teams experience:
 - Higher readiness
 - Lower burnout
 - Higher engagement
 - Lower injury rates
 - Better decision making
- Mission Impact
 - Healthy leaders produce resilient teams



Action Items

1. Audit your personal habits
 - Sleep
 - Movement
 - Stress
2. Choose 1 behavior to model publicly
 - Walking meetings
 - Lunchtime break
 - Daily PT
3. Set one team standard
 - No skipped lunches
 - Movement break mid-day
 - Encourage leave



Closing message for Leaders

- Your personal habits are not private - they are leadership signals
- Healthy leaders create healthy teams
- Personal WELL culture promotes
 - Resilient teams
 - Sustained performance
 - High readiness
- The most powerful wellness program in any organization is the behavior of its leaders!
- How do you sharpen your axe?

Questions?

Contact Information

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