

Encouraging a Healthier Workplace

Presented by Amy Wert, Fusion Group Fitness

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Excelsior Springs Ballroom
Courtyard by Marriot

Benefits of a Healthier Workplace

To the Organization:

- A positive and caring image
- Improved staff morale
- Reduced staff turnover
- Reduced absenteeism
- Increased productivity
- Reduced health care/insurance costs
- Reduced risk of fines and litigation

To the Employee:

- Enhanced self-esteem
- Reduced stress
- Improved morale
- Increased job satisfaction
- Increased skills for health protection
- Improved health
- Improved sense of well-being

How to Implement a Workplace Wellness Program

- 1) Encourage employees to participate in the Physical Activity Needs and Interests Survey (see attached)
- 2) Form a Wellness Committee
- 3) Review company policies regarding support of health and wellness in the workplace:
 - Opportunity to adopt a Healthy Food Policy for meetings and events
- 4) Take a look at the working environment:
 - What types of snacks and drinks are being offered in the vending machines? Could healthier options be added or replace other unhealthy items?
 - Are there stairs and are they safe to encourage a day where the stairs are used rather than the elevator
 - Is there a space large enough to offer group fitness classes or small group training sessions from outside professionals?
- 5) Develop a calendar of healthy events that are family friendly for employees to attend either monthly or quarterly such as ice-skating, sledding, hiking, indoor rock climbing, etc. Use information gathered from the survey to determine events for the calendar.

6) Commit to 2-3 large fitness or educational related activities that are either one-time events or week/month long challenges or competitions:

- Walking Club before or after work
- Walking Lunch/Active Break/Walking Meeting
- Sponsor a local fundraising race and create a team to participate.
- New Year fitness challenge or Countdown to the Bathing Suit challenge
- Brown Bag Lunch sessions

7) Promote the events and implementations to employees:

- Staff meetings (make the Wellness Committee a regular agenda topic)
- Emails
- Flyers or in monthly newsletters
- Wellness Board in the break room
- On the company website or social media

8) Design ways to offer incentive for employee participation:

- Various methods of employee recognition
 - Highlight employee in newsletter
 - Wellness Employee of the Month
- Promotional items (water bottles, t-shirts)
- Health related gift certificates (local businesses will often donate)
- Wellness Bucks
 - Money earned through participation and completion of various activities that can be saved up to purchase things such as promotional items, fitness gear, personal training sessions, gym memberships, massages, etc.

Employee Physical Activity Needs and Interests Survey

Please read the statements below. Select the statement that best describes your current level of physical activity.

I don't engage in physical activity or walk regularly now, and I don't plan to in the near future.

I don't exercise or walk regularly, but I've been thinking about starting.

I'm doing moderate-intensity physical activity during the week, but for than 150 minutes per week.

I've been doing moderate-intensity physical activity for at least 150 minutes per week, and have been doing it for the last 1 to 6 months.

I've been doing vigorous-intensity physical activity for at least 75 minutes per week, and have been doing it for the last 1 to 6 months.

I've been doing a combination of moderate- and vigorous-intensity physical activity that totals at least 150 minutes (when adding total time, count every minute of vigorous activity as two minutes) and have been doing it for the past 1 to 6 months.

I've been doing moderate-intensity physical activity for at least 150 minutes per week, and have been doing it for 7 months or longer.

I've been doing vigorous-intensity physical activity for at least 75 minutes per week, and have been doing it for 7 months or longer.

I've been doing an equivalent combination of moderate- and vigorous-intensity physical activity and have been doing it for 7 months or longer.

Please indicate what you do to stay physically active? Circle all that apply.

Walking

Swimming

Jogging

Hiking

Gardening

Yard work

Running

Stretching (yoga/pilates)

Bicycling (indoor/outdoor)

Weight training

Aerobics

Housework

Other: _____

Do you think there are benefits to participating in exercise or physical activity in a group?

YES NO

Please explain: _____

Do you think your work environment is suitable for physical activity during a normal work day?

YES NO

If you marked NO, what changes do you recommend be made to the work environment?

Do you have a fitness center membership?

YES NO

If yes, where do you go (optional): _____

If you could find time during your workday or week, would you be more physically active at work?

YES NO

Please explain:

If your company created a wellness committee or group to organize company-wide physical activity programs, would you participate in programs?

YES NO

If you are interested in participating in a physical activity program, what would be your preferred method of communication about activities, any updates, tips, etc.? Circle one.

Email

Newsletter

Memo

Other: _____

Not Interested in Participating

During what times would you be likely to participate in physical activity (check all that apply)?

_____ Before work

_____ During working hours on break or lunch hour

_____ After work

_____ On the weekend

_____ None of the above

Please list the kinds of physical activities you would be interested in doing in a company-wide program for health and wellness.

Please offer your own ideas for implementing physical activity programs in our workplace.

Additional Resources:

Physical Activity Guidelines for Americans: Provides the full set of guidelines for adults and youths, as well as other resources that can help you implement the guidelines in your workplace and extend it to families.

www.health.gov/PAGuidelines

Centers for Disease Control and Prevention (CDC): provides details on the Center's mission to collaborate with partners, stakeholders, and others to create expertise, information, and tools that people and communities need to protect their health through promotion, prevention of disease, injury and disability, and preparedness for new health threats.

www.cdc.gov

Healthier Worksite Initiative: The CDC has developed a program for its own employees with a vision of making the CDC a worksite where "healthy choices are easy choices" and sharing the "lessons learned" with other federal agencies. These lessons can be shared with your employees or help in developing a healthy worksite.

www.cdc.gov/nccdphp/dnpae/hwi/aboutus/index.htm

Workplace Health Promotion: Provides a toolkit for workplace health protection and promotion. It provides information, tools, resources, and guidance to practitioners interested in establishing or enhancing workplace health and safety programs.

www.cdc.gov/workplacehealthpromotion