



# Physical Activity in the Workplace

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# Why Support Physical Activity in the Workplace



Healthy Life

NEXT EXIT



Research suggest employer support may influence workers' activity both during the work day and away from work.

# Creating a Strategy

- Opportunities for enhancement
  - Modifying the workplace to impact the employees that work there
    - What is offered
    - What is possible
  - Instituting policies across the organization



# Plan for Change

- Confirm leadership support
- Discuss approaches
- Decide on a work team
- Measure current levels of activity
- Determine strategies
- Write goals
- Draft policy
- Draft communications plan
- Implement improvements

# Supporting Physical Activity in the Workplace

PSE	Changes
Policy	<ul style="list-style-type: none"><li>• Combine breaks to allow for time to be active</li><li>• Casual dress code</li><li>• Walking meetings</li><li>• Work accommodations that support activity</li></ul>
System	<ul style="list-style-type: none"><li>• Manager trainings to develop flexible schedules to accommodate activity</li><li>• Active transportation</li><li>• How to hold a walking meeting</li></ul>
Environment	<ul style="list-style-type: none"><li>• Mapped walking routes, bike racks, showers, lockers</li><li>• PA room/space</li></ul>
Social Support	<ul style="list-style-type: none"><li>• Walking clubs, stretch breaks, exercise classes</li></ul>

- Identify places to be active
  - Maps of walking routes
  - Small exercise equipment available in conference room
- Policies that support activity
- Programs that promote more physical activity
- Promote opportunities to be active in the community



# What's in the Policy

- Casual dress code
- Flexible work schedule
- Activity breaks during meetings
- Active commuting program
- Standing desks
- Walking meetings
- Create and maintain a room/space
- Stretch breaks for employees

## Policy

- By [date], a physical activity **policy** will be enacted that ensures that physical activity *places* are sustainable. Additional policy components to include <dress code, flex time to allow employees to be active during the day, extra five minutes on break time should it be used for physical activity, mandatory morning stretch, active transportation incentives>. Support at launch and on-going with leader letter, Q&A, manager training.

## Environment

- By [date], the number of **places** where employees can be physically active at work will increase due to <mapped walking routes, bike racks, showers, locker rooms, fitness center, active commuting, walk/bike paths, bike sharing program, stretch break, walking meetings, etc.>. The launch of places will include a leader letter, Q&A document and manager training.

# Social Support and Systems

## Social Support

- By [date], <a walking event to celebrate new places for activity, quarterly fitness center orientations, Walk on Wednesdays, Tennis Shoe Tuesdays, lunch walking group> will be launched and supported.

## Systems

- By [date], <managers will be trained to support flexible work schedules, a walking meeting format, protocol for reimbursing employees for active transportation> will be completed.

# Communications Plan

- Communicate at least quarterly about opportunities for physical activity
- Set a positive/fun tone
- Have leadership promote opportunities
- Use a variety of communication channels
- Focus on immediate benefits of physical activity:
  - increased energy
  - reduced stress
  - feeling better
- Educate employees about the longer-term benefits
- Be honest with employees about why you are implementing the policy
- Obtain (and communicate frequently) top management commitment to employees being active during the workday.
- Remind employees that no one has to be active as a condition of employment

# How to Measure Change

Type of Measurement	Method
Percentage of decrease in sedentary time	Health assessment over time Employee self report
Percentage increase of physical activity opportunities available	Physical activity opportunity numbers (before and after changes)
Usage change for physical activity opportunities	Usage numbers (before and after changes)
Percentage increase in promotion of physical activity opportunities	Promotions (before and after changes)
Employee satisfaction with physical activity opportunities	Employee interest/satisfaction survey
Creation of a physical activity policy, and regular quality assurance checks on the commitments outlined in the policy	Human resources and leadership



# SHIP Stories

## SHIP Worksite Wellness Initiatives:

- Each location has their own wellness committee that meets monthly
- Healthier options in vending
- Walking Wednesdays
- Gym reimbursement
- Health Snack Day
- Wellness bulletin board
- Wellness coordinator also a Wellness Coach for company

KLN Enterprises in Perham

## SHIP Worksite Wellness Initiatives:

- Worksite Wellness Coordinator and created a wellness committee
- Developed a toolkit, assessments and activity guidelines for ATS's new committee:
  - Friendly weight loss challenges
  - Healthy lunch options
  - Access to on-site workout room
  - Fruit/Veggie trays

*In 2012, 61% of employees have increased their physical activity (with nearly 85% participating in committee provided activities), 52% have increased their intake of fruits and vegetables and 52% have decreased their intake of high-fat foods.*

# Advanced Telemetry Systems (ATS)

## SHIP Worksite Wellness Initiatives:

- Partnered with Anytime Fitness Center to offer reduced membership rates and run employee exercise programs before and after work.
- Healthier vending machines
- Tobacco-Free grounds with tobacco cessation support for employees.

*Poultry processing plant with 80% of the DFG employees being Latino and 10% Asian.*

Downs Food Group (DFG)

*“It is the small changes over a long period of time that will make and impact.”*

*- Marni Moch, Wellness Coordinator for KLN*

A woman with long, wavy brown hair is smiling at the camera while riding a bicycle. She is wearing a black bicycle helmet and a dark blue blazer over a light blue button-down shirt. The background is a blurred city street with green trees and a blue car in the distance. A dark blue rectangular box is overlaid on the right side of the image, containing the text "Bicycle-Friendly Awards" in white.

# Bicycle-Friendly Awards

# Family Health Care, Fargo – Bronze, 2015



# FM Community Bike Workshop, Fargo – Gold, 2015



# Concordia College, Moorhead – Bronze, 2016



# MnDOT District 4, Detroit Lakes – Silver, 2017



# YMCA, Fergus Falls – Bronze, 2017



# Thank you!

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