Leadership Briefing Slides

To learn more about the Active Workplace toolkit, visit www.YourWorkpath.com/toolkits

What is Active Workplace?

A Total Worker Health® toolkit designed specifically for the unique needs of people who work in sedentary occupations.

Goals: To reduce sitting time at work, and to improve workplace safety, healthy, and well-being for employees

ACTIVE WORKPLACE TOOLKIT
User Guide

Background

The National Institute for Occupational Safety and Health (NIOSH) recommends a Total Worker Health® approach, integrating prevention of worker injury and illness with promotion of health and well-being.

The Active Workplace program follows the Total Worker Health® approach to target sedentary behavior in the workplace.

Reducing exposure to sedentary work benefits both the organization and employees.

Organizational benefits of decreased sedentary behavior and increased movement:

Higher overall productivity

Lower illness absence

Lower presenteeism

Improved team performance

Improved culture of health and well-being

Enhanced recruitment and retention of talent

Reduced health care need

Individual benefits of decreased sedentary behavior and increased movement:

Improved mood
Improved job satisfaction
Improved general well-being
Decreased risk of cardiovascular disease
Decreased risk of type 2 diabetes
Decreased risk of all-cause mortality

ACTIVE WORKPLACE

Active Workplace Program Components

The toolkit includes recurring activities focused on a monthly health and safety topic: sedentary behavior, ergonomics and injury, stress management, physical activity, sleep, and nutrition.

Active Workstations and Sit/Stand Desks

Supervisor Activities
(Team Conversations, Behavior Tracking, and Inter-supervisor Observations)

Training + Goal Setting

Team Competitions

Health and Safety Messaging

Active workstations and sit/stand desks

It is recommended to provide workers with active workstations (e.g. pedal stands, treadmill desks, etc.) and/or sit-stand desks so employees can be active while continuing to work. This provides the opportunity to truly integrate wellness into the work day.

Research shows that active workstations do not decrease productivity (Dupont et al., 2019).

Supervisor Activities

Supervisors will have access to a **training** on strategies to become a supportive supervisor.

After the training, two activities will take place across two weeks: 1) behavior tracking and 2) inter-supervisor observations to put the training information into action.

Team conversations build a culture of safety and health at your workplace, reinforce health practices, and help employees feel supported. Supervisors will lead monthly 15-minute team conversations.

**Pictured to the left is an example of a team conversation

Importance of Supervisor Support

When employees feel their supervisors show interest in their needs, employees report:
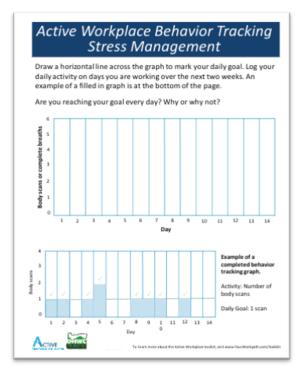
Trainings and Goal Setting

Each month, supervisors and employees will receive a training on a topic to reinforce safe and healthy practices for sedentary workers. Each training is followed by goal setting activity to help transfer the training into action.

Team Competitions

Teams will compete to engage in the most minutes of physical activity at work (pedal, walk, stand, stretch, etc.) in one month.

Friendly competitions encourage employees to have fun, be engaged in the program, and stay active at work.

Total Worker Health®: Sedentary Behavior

STAND AND MOVE
DURING BREAKS

Health and Safety Messaging

Posters for each health and safety topic are available to download and display in the workplace.

These posters can support trainings, behavior tracking, and team conversations by reminding everyone to be more active and make healthy decisions throughout their work day.

Evidence-based results

Active Workplace implementation have observed:

- Increased physical activity at work
- Decreased sedentary time at work
- Decreased musculoskeletal pain prevalence
- Decreased sleep disturbance and impairment
- Decreased work-to-family conflict
- Decreased resting heart rate

Ensuring success

- Leadership supporting program time and resources required to implement the toolkit

- Giving employees time during work to complete program activities

Publications

Wipfli, B., Wild, S., Hanson, G.C., Shea, S.A., Winters-Stone, K., & Thosar, S.S. (2021). The Active Workplace Study: Protocol for a randomized controlled trial with sedentary workers. *Contemporary Clinical Trials*. 103, 106311, 1-8. https://doi.org/10.1016/j.cct.2021.106311

Wipfli, B., Wild, S., Richardson, D., & Hammer, L. (2021). Work as a Social Determinant of Health – a necessary foundation for occupational health and safety. Journal of Occupational and Environmental Medicine. doi: 10.1097/JOM.0000000000002370

Wipfli, B., Wild, S., Donovan, C., Hanson, G.C., & Thosar, S.S. (2021). Sedentary work and physiological markers of health. International Journal of Environmental Research and Public Health, 18(6), 3230. doi: 10.3390/ijerph18063230.

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