

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





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 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).



Total Worker Health® Discussion: Sedentary Behavior



- Both the organization and individual have a responsibility to decrease sedentary behavior in the workplace.
- Decrease sedentary behavior by utilizing [sit-stand desks](#) and [active workstations](#) if they are available.
- Try to get up and [move](#) at least once every 30 minutes.



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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

Meeting Guide:

Sedentary Behavior



SUPERVISOR INSTRUCTIONS: Hold the guide with this side facing you and the other side facing the employees. Then share the information on this page.

Today's discussion is about **sedentary behavior** in the workplace, meaning jobs with frequent and prolonged sitting. Reducing sedentary behavior in the workplace is important because sitting for long periods of time is bad for your health. Total daily sitting time is linked with increased risk of early death, diabetes, obesity, and developing heart disease. Prolonged sitting may worsen neck and back pain, cause musculoskeletal injuries, and is harmful even if you exercise regularly. Fortunately, there are many actions an individual and organization can take to reduce sedentary behavior in the workplace.

Here are some ways individuals can decrease the amount of time they are sedentary and still get work done:

- Get up and move around for at least 2 minutes every half hour.
- Utilize sit-stand desks and active workstations if they are available.
- Take walking meetings.
- Take the stairs rather than the elevator.
- Walk to a co-worker's desk to deliver a message instead of sending an email.

Now let's discuss if there are ways the organization can help reduce sedentary behavior in the workplace.

ASK: "Does anyone have ideas or comments to share?"

Pause for discussion. Then see if there are ways to take action.

END WITH AN ACTION PLAN (see ideas below of what to ask or say).

- Are there actions we can take as an organization to support employees in decreasing sedentary behavior and moving more throughout the day?
- Are there barriers that make it difficult to use sit-stand desks or active workstations if they are available?



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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.

**Active Workplace Behavior Tracking
Stress Management**



Supervisors and Employees:

Set a personal goal related to stress management while at work for this behavior tracking activity. You will be asked to track your behavior related to your goal on the days you work for the next two weeks. There are a few behavior options listed below that you can choose from. Take a moment to think about what will work best for you.

Stress management related tracking options

- Number of body scans
- Number of complete breaths

Write your personal goal here:

Activity

Daily Goal scans or breaths

Congratulations on setting a goal! Use the graph on the following page to record your activity over the next two weeks to see if you are on track to meet your goal.

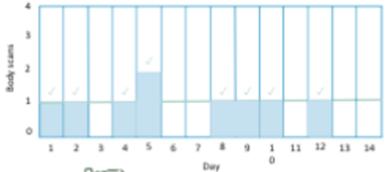
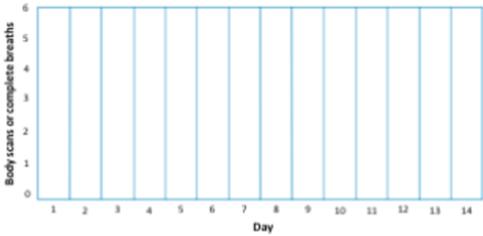


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**Active Workplace Behavior Tracking
Stress Management**

Draw a horizontal line across the graph to mark your daily goal. Log your daily activity on days you are working over the next two weeks. An example of a filled in graph is at the bottom of the page.

Are you reaching your goal every day? Why or why not?



Example of a completed behavior tracking graph.

Activity: Number of body scans

Daily Goal: 1 scan



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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.



Health and Safety Messaging

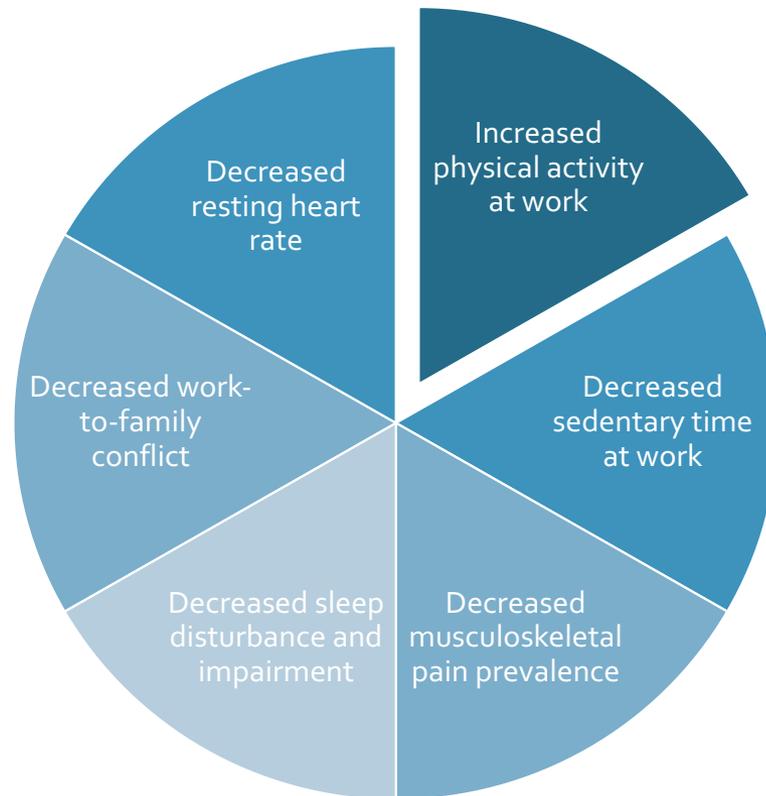
Posters for each health and safety topic are available to download and display in the workplace.

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:



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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