

# worksite wellness program ideas

## Worksite Wellness Program Ideas: Boosting Employee Health & Happiness

Feeling overwhelmed trying to brainstorm effective worksite wellness program ideas? You're not alone. Many companies struggle to create initiatives that genuinely engage employees and improve overall well-being. But the good news is, a successful wellness program doesn't have to be complicated or expensive. This comprehensive guide will equip you with a wealth of innovative worksite wellness program ideas, tailored to different budgets and employee needs. We'll explore practical strategies, proven tactics, and actionable steps to create a program that boosts employee health, happiness, and productivity. Get ready to transform your workplace into a haven of health and well-being!

### I. Understanding the "Why": Setting Goals for Your Worksite Wellness Program

Before diving into specific activities, it's crucial to define your goals. What are you hoping to achieve with your worksite wellness program? Are you aiming to:

Reduce healthcare costs? A healthier workforce translates to fewer sick days and lower insurance premiums.

Boost employee morale and engagement? Happy, healthy employees are more productive and committed.

Improve productivity and reduce absenteeism? Wellness programs can directly impact the bottom line.

Enhance your company's reputation as an employer of choice? Offering comprehensive wellness benefits is a powerful recruiting tool.

Clearly defining your objectives will guide your program design and help you measure its success. Consider conducting employee surveys to understand their specific needs and preferences. This valuable feedback will ensure your program resonates with your workforce.

### II. Budget-Friendly Worksite Wellness Program Ideas: Maximum Impact, Minimal Cost

Not every effective wellness program requires a hefty budget. Here are some cost-effective ideas:

Walking Challenges: Organize team-based walking challenges using fitness

trackers or simple step-counting apps. Offer small prizes for the winning teams to boost participation.

**Mindfulness Moments:** Introduce short, guided meditation sessions during the workday. Many free resources are available online.

**Healthy Eating Workshops:** Invite a nutritionist to conduct a workshop on healthy eating habits and meal preparation.

**Ergonomics Assessments:** Provide free ergonomic assessments to help employees set up their workstations correctly to prevent musculoskeletal issues.

**Wellness Wednesdays:** Dedicate Wednesdays to wellness-focused activities like chair yoga, stretching breaks, or team-building games.

**Bring Your Own Lunch (BYOL) initiatives:** Encourage healthier eating habits by promoting bringing lunch from home.

### **III. Investing in Employee Well-being: Higher-Budget Worksite Wellness Program Ideas**

For companies with larger budgets, there are more extensive options:

**On-site Fitness Center or Gym Membership Subsidies:** Providing access to fitness facilities is a highly valued benefit.

**Health Screenings and Biometric Data Collection:** Offer regular health screenings to identify potential health risks early on.

**Wellness Coaching:** Provide one-on-one coaching to help employees achieve their health goals.

**Stress Management Programs:** Offer workshops and resources focused on stress reduction techniques like yoga, meditation, or mindfulness training.

**Employee Assistance Programs (EAPs):** EAPs offer confidential counseling and support services for employees facing personal or professional challenges.

**Financial Wellness Programs:** Help employees manage their finances through workshops, resources, and counseling.

**Healthy Vending Machines and Cafeteria Options:** Provide healthy food and drink options in the workplace.

### **IV. Measuring the Success of Your Worksite Wellness Program**

It's crucial to track the effectiveness of your program. Key metrics to monitor include:

**Employee participation rates:** How many employees are actively engaged in the program?

**Healthcare costs:** Are there any changes in healthcare claims or absenteeism rates?

**Employee satisfaction:** Are employees happy with the program and its offerings?

**Productivity levels:** Has there been an improvement in employee productivity?

**Employee retention rates:** Does the program contribute to higher employee retention?

Regularly collecting and analyzing this data will allow you to make necessary adjustments and improve your program over time.

## **V. Sustaining Momentum: Keeping Your Worksite Wellness Program Engaging**

The key to a successful long-term program is consistent engagement and communication. Here's how:

**Regular Communication:** Keep employees informed about upcoming events, resources, and successes through email newsletters, intranet posts, or company-wide announcements.

**Gamification:** Incorporate game-like elements such as points, rewards, and leaderboards to increase participation and motivation.

**Employee Feedback:** Regularly solicit feedback from employees to ensure the program meets their needs and remains relevant.

**Flexibility and Choice:** Offer a variety of activities and programs to cater to different interests and preferences.

**Celebrate Successes:** Recognize and celebrate employee achievements and milestones to boost morale and maintain momentum.

## **Conclusion**

Implementing a comprehensive worksite wellness program is an investment in your employees and your company's future. By focusing on employee needs, offering a variety of engaging activities, and consistently measuring results, you can create a program that promotes health, happiness, and increased productivity. Remember, a successful wellness program is an ongoing journey, not a destination. Embrace the process, adapt to employee feedback, and continuously strive to improve your program's impact.

## **FAQs:**

1. What if my company is too small to implement a full-fledged wellness program? Even small companies can benefit from simple, low-cost initiatives like walking challenges, mindfulness moments, or healthy potluck lunches. Start small and scale up as your resources and engagement grow.
1. How do I get buy-in from leadership for a worksite wellness program? Highlight the potential ROI, including reduced healthcare costs, increased productivity, and improved employee morale. Present a well-researched proposal with clear goals and measurable outcomes.

1. How can I address employee privacy concerns related to health data collection? Ensure complete transparency and obtain informed consent from employees before collecting any health-related data. Implement robust data security measures to protect employee privacy.
  
1. What if my employees are not interested in participating in a wellness program? Start with a pilot program to test the waters and gauge employee interest. Offer a variety of activities to cater to different preferences, and actively promote the program's benefits.
  
1. How do I measure the long-term impact of my worksite wellness program? Track key metrics over time, such as healthcare costs, absenteeism rates, and employee satisfaction. Conduct periodic employee surveys to assess the program's ongoing effectiveness and identify areas for improvement.

**worksite wellness program ideas:** *Workplace Wellness that Works* Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

**worksite wellness program ideas:** *Workplace Wellness Programs Study* Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such

programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

**worksite wellness program ideas: *Wellbeing at Work*** Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, *Wellbeing at Work* shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, *Wellbeing at Work* explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And *Wellbeing at Work* introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. *Wellbeing at Work* shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? *Wellbeing at Work* includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

**worksite wellness program ideas: *The Stop & Go Fast Food Nutrition Guide*** Steven G. Aldana, 2007 *The Stop & Go Fast Food Nutrition Guide* shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health. *The Stop & Go Fast Food Nutrition Guide* is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

**worksite wellness program ideas: *The Total Money Makeover: Classic Edition*** Dave Ramsey, 2013-09-17 Do you want to build a budget that actually works for you? Are you ready to transform your relationship with money? This New York Times bestseller has already helped millions of people just like you learn how to develop everyday money-saving habits with the help of America's favorite personal finance expert, Dave Ramsey. By now, you've already heard all of the nutty get-rich-quick schemes and the fiscal diet fads that leave you with a lot of quirky ideas but not a penny in your pocket. If you're tired of the lies and sick of the false promises, Dave is here to provide practical, long-term help. *The Total Money Makeover* is the simplest, most straightforward game plan for completely changing your finances. And, best of all, these principles are based on results, not pie-in-the-sky fantasies. This is the financial reset you've been looking for. *The Total Money Makeover: Classic Edition* will give you the tools and the encouragement you need to: Design a sure-fire plan for paying off all debt—from your cars to your home and everything in between using the debt snowball method Break bad habits and make lasting changes when it comes to your relationship with money Recognize the 10 most dangerous money myths Secure a healthy nest egg for emergencies and set yourself up for retirement Become financially healthy for life Live like no one else, so later you can LIVE (and GIVE) like no one else! This edition of *The Total Money Makeover* includes new, expanded Dave Rants that tackle marriage conflict, college debt, and so much more. *The Total Money Makeover: Classic Edition* also includes brand new back-of-the-book resources to help you make *The Total Money Makeover* your new reality.

**worksite wellness program ideas: *Young Adults in the Workplace*** Jeremy W. Bray,

Deborah M. Galvin, Laurie A. Cluff, 2011-02-28 The Substance Abuse and Mental Health Services Administration funded the multisite Young Adults in the Workplace (YIW) initiative to study the effectiveness of diverse approaches to workplace-based prevention of substance abuse. Six teams adapted evidence-based programs to target young employees and then implemented the programs in retail, restaurant, health care, construction, skilled trade, and transportation industry workplaces. This book describes the programs, the adaptation and implementation processes, and the YIW cross-site evaluation.

**worksite wellness program ideas:** Healthy Employees, Healthy Business Ilona Bray, Ilona M. Bray, 2012 Helps business owners and managers target the main health concerns in the workplace and implement low-cost or free programs to increase productivity, boost morale, lower workplace stress, and potentially lower health insurance costs--

**worksite wellness program ideas:** **Building a Resilient Workforce** Institute of Medicine, Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

**worksite wellness program ideas:** **Workplace Wellness** Rose Karlo Gantner Ed.D., 2012-03-01 Workplace Wellness is a guide for business leaders, managers, and consultants who want to decrease health care costs even as they improve employee productivity, satisfaction, and health conditions. -- from xi

**worksite wellness program ideas:** **The Healthy Workplace** Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

**worksite wellness program ideas:** *The WOW! Workplace* Mike Byam, 2008

**worksite wellness program ideas:** Instant Recess Antronette K. Yancey, 2010 Toni Yancey's

book is a terrific tool as we work together to promote healthy and active lifestyles. \_Bill Clinton Instant Recess is a call to all of us to get up and move. Part personal memoir, part public health manifesto, and part poetry, Yancey's warmth and enthusiasm shine through this book. I'm betting that she can convince anyone that moving more is not only good for health, but easy and lots of fun to do. \_Marion Nestle, author of What to Eat In Instant Recess, Dr. Yancey provides the tools to get America moving, in a very accessible style with the scientific research to back it up. Her call to incorporate short exercise breaks into routine, daily activities is one step that can create a true wellness society. \_Senator Tom Harkin (D-IA), Chairman, Senate HELP Committee Dr. Toni (Antronette) Yancey has influenced and impacted community health and fitness in a number of profound ways! Her book is a must read for anyone interested in living a longer, healthier, and more fulfilling life. Recently, at the First AME Church of Los Angeles, we incorporated a quick but effective fitness interlude into all three of our Sunday worship services. The enthusiastic response from our congregation was tremendous! Thank you, Dr. Yancey, for waking us up to the dangers of our sedentary lives and for awakening our desire to get into better physical shape. \_Rev. Dr. John & Denise Hunter, Pastor and First Lady of First AME Church of Los Angeles, the White House-designated local lead agency for Michelle Obama's Let's Move LA Instant Recess is a necessary part of a complex solution to our society's epidemic of inactivity. It can work equally well in the corporate boardroom, school classroom, or for fans at a sporting event for that matter. It is a great place to start if we don't want to leave anyone behind. I'm all for breaking our national inertia with a musical beat and a smile on our faces. \_Dave Winfield, National Baseball Hall of Fame 2001, Executive Vice President and Senior Advisor, San Diego Padres Dr. Yancey writes on a topic about which she is both passionate and knowledgeable. Doable in just about any setting, Instant Recess could get America moving again. \_David Satcher, M.D., Ph.D., 16th Surgeon General of the United States Instant Recess is an excellent, easy to read, informative book describing how we must all change our lifestyle patterns and incorporate activity into our day. Yancey poignantly shows why "instant recesses" are needed by corporate Americans, educators, public health and medical professionals. This isn't just a simple how-to book, but also a how-come. \_Francine Kaufman, Head of the Center for Diabetes, Endocrinology and Metabolism at Childrens Hospital Los Angeles For the average person who continues to yo-yo between the hype of miracle weight loss gimmicks and the allure of fast food franchises, Instant Recess offers an easy and free solution to creating a healthier lifestyle. \_Sharon Baucom, Medical Director of the Department of Public Safety and Correctional Services for the State of Maryland A thoughtful and innovative approach to community-wide physical activity from a lay person's perspective. This book is well grounded in scientific evidence that is also contextualized in simple examples and in real life experiences people will be able to relate to. \_Adrian Bauman, University of Sydney I've seen everyone from curmudgeonly researchers and uptight bureaucrats to former elite athletes to avowed non-exercisers sucked in by the warm, inclusive energy and ease of her approach to getting people physically active. Most are smiling, some outright laughing as they rediscover the joy of moving. Thankfully, Toni captures the essence of that joy in her book, along with the practical guidance necessary to help anyone start making physical activity a part of their life and their community again. \_Mark Fenton, PBS television host and author of The Complete Guide to Walking for Health, Weight Loss, and Fitness I read Instant Recess and couldn't help but jump for joy. Dr. Yancey's got the recipe for success to help turn around the epidemic of inactivity in our country. Finally we have a book that shows Americans how to build that strong base of fitness, 10 minutes of hip hopping at a time. Now, if you'll excuse me. It's time for me to take my Instant Recess. \_Pam Peeke MD, MPH, FACP, author of Body for Life for Women, Chief Medical Correspondent for Nutrition and Fitness, Discovery Health TV Through the San Diego Padres organization we've worked with Dr. Toni Yancey for nearly 4 years on various healthy eating and fitness related projects ... Dr. Yancey is an educated, dynamic, trusted and respected colleague who has a thorough knowledge of public health issues. Her knowledge, advocacy and connection to community service organizations across the country has been key. She's recruited a great number of them to enter the fight against childhood obesity by offering a wide variety of active lifestyles

options. Influencing America to move towards healthy eating, better nutrition, and into her activity routine called Instant Recess is a significant and continuous task \_ It's a pleasure working with this former collegiate athlete, Ph.D. and public servant. We need more people like Dr. Toni Yancey combatting this nationwide health crisis. \_David Winfield, member of the Baseball Hall of Fame, and Co-Director at UCLA Kaiser Permanente Center for Health Equity

**worksite wellness program ideas: The Work Wellness Deck** Landra Bickley Eliopoulos, 2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter The Work Wellness Deck: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, The Work Wellness Deck will help people in all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. BURNOUT IS COMMON: Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. The Work Wellness Deck is an effective tool in preventing and/or diminishing feelings of burnout. PERFECT FOR COMPANIES: Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. LITTLE-PUBLISHED SLICE OF WELLNESS: Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

**worksite wellness program ideas: The Wellness Syndrome** Carl Cederström, Andre Spicer, 2015-02-04 Not exercising as much as you should? Counting your calories in your sleep? Feeling ashamed for not being happier? You may be a victim of the wellness syndrome. In this ground-breaking new book, Carl Cederström and André Spicer argue that the ever-present pressure to maximize our wellness has started to work against us, making us feel worse and provoking us to withdraw into ourselves. The Wellness Syndrome follows health freaks who go to extremes to find the perfect diet, corporate athletes who start the day with a dance party, and the self-trackers who monitor everything, including their own toilet habits. This is a world where feeling good has become indistinguishable from being good. Visions of social change have been reduced to dreams of individual transformation, political debate has been replaced by insipid moralising, and scientific evidence has been traded for new-age delusions. A lively and humorous diagnosis of the cult of wellness, this book is an indispensable guide for everyone suspicious of our relentless quest to be happier and healthier.

**worksite wellness program ideas: Corporate Stewardship** Susan Albers Mohrman, James O'Toole, Edward E. Lawler III, 2017-09-29 Stewardship entails a profound understanding and acceptance of the challenges that result from the organization's interdependence with the societal and ecological contexts in which it operates—and of what it takes to embrace the challenges to be a force for building a viable future. This book dares to ask 'why' business leaders should embrace stewardship in the current market where profit reigns supreme. A shift in approach represents

fundamental change for the corporate world, and even the most advanced corporations consider themselves to be in the starting block of this transition. The book sets out the practical ways in which corporate stewardship can be achieved through embedding new approaches across the different functions of a business. This book, written by the leading thinkers in sustainability research, provides practical guidance on how companies can resolve the paradoxical challenges they face. How can they be at the same time profitable and responsible, effective and ethical, sustainable and adaptable? It explores what businesses are doing, what they can and should do to effectively respond to external challenges, and focuses on how leaders can create cultures, strategies, and designs far beyond "business as usual". Stewards must not only make proper current use of that which they hold in trust, they also must leave it in better condition for use by future generations. Corporate Stewardship challenges managers, executives, and directors of global corporations to think and act as stewards of both their organizations and the physical and social environments in which they operate.

**worksite wellness program ideas:** *Worksite Health Promotion* David Chenoweth, 2011 *Worksite Health Promotion*, Third Edition, combines theoretical principles and research with practical applications and real-world examples to give readers a comprehensive and immediately useable introduction to the field. The text presents a step-by-step approach to planning, implementing, and evaluating programs in a variety of settings.

**worksite wellness program ideas:** ACSM's Worksite Health Handbook American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of ACSM's *Worksite Health Handbook: A Guide to Building Healthy and Productive Companies* connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of ACSM's *Worksite Health Handbook* includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. ACSM's *Worksite Health Handbook*, Second Edition, has the following features: -An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs -A review of the effectiveness of strategies in worksite settings, including economic impact, best practices, and the health-productivity relationship -Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning -A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs -An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions

for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

**worksite wellness program ideas:** *State of The Global Workplace* Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

**worksite wellness program ideas: Transforming Workplace Wellness** Cw Margaret Stockley Rn, 2016-02-08 Transforming Workplace Wellness: Practical Strategies to Inspire Sustainable Change provides the latest evidence-based information needed to create and maintain a successful holistic wellness program. As change agents, members of the wellness team are charged with developing creative strategies that inspire, engage, and initiate positive behavior-change. Transforming Workplace Wellness equips teams to be creative in their methodology and combine winning content with engaging events. The result is an immensely readable book that provides innovative content and practical takeaways for today's wellness programs. It offers a practical, mainstream approach that will appeal to a broad range of professionals who can benefit from reading this book, regardless of the size of their organization or industry. In addition to expanding on the methodology and business processes, Transforming Workplace Wellness Programs includes: Evidence-based strategies to motivate and engage employees and assist teams who are developing a new program as well as those who want to incorporate fresh ideas to an existing program Program components, incentives, coaching, work-flow, and data evaluation to improve performance of interventions 101 low-to-no-cost ideas to support and promote a strategy for organizational effectiveness and economic resilience plus an index of resources

**worksite wellness program ideas: All In** Josh Levs, 2015-05-12 When journalist Josh Levs was denied fair parental leave by his employer after his child was born, he fought back—and won. Since then, he's become an advocate for modern families and working fathers. In All In, he explores the

changing face of fatherhood and what it means for our individual lives, families, workplaces, and society. Fatherhood today is far different from previous generations. Stay-at-home dads are increasingly common, and growing numbers of men are working part-time or flextime schedules to spend more time with their children. Even the traditional breadwinner-dad is being transformed. Dads today are more emotionally and physically involved on the home front. They are “all in” and—like mothers—they are struggling with work-life balance and doing it all. Journalist and “dad columnist” Josh Levs explains that despite these unprecedented changes, our laws, corporate policies, and gender-based expectations in the workplace remain rigid. They are preventing both women and men from living out the equality we believe in—and hurting businesses in the process. Women have done a great job of speaking out about this, Levs—whose fight for parental leave made front page news across the country—argues. It’s now time for men to join in. Combining Levs’ personal experiences with investigative reporting and frank conversations with fathers about everything from work life to money to sex, *All In* busts popular myths, lays out facts, uncovers the forces holding all of us back, and shows how we can all join together to change them.

**worksite wellness program ideas:** *A Design Thinking, Systems Approach to Well-Being Within Education and Practice* National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Global Health, Global Forum on Innovation in Health Professional Education, 2019-04-04 The mental health and well-being of health professionals is a topic that is broad, exceptionally relevant, and urgent to address. It is both a local and a global issue, and affects professionals in all stages of their careers. To explore this topic, the Global Forum on Innovation in Health Professional Education held a 1.5 day workshop. This publication summarizes the presentations and discussions from the workshop.

**worksite wellness program ideas:** *A Review of the U.S. Workplace Wellness Market* Soeren Mattke, Christopher Schnyer, Kristin R Van Busum, 2012-11-28 This paper describes the current state of workplace wellness programs in the United States, including typical program components; assesses current uptake among U.S. employers; reviews the evidence for program impact; and evaluates the current use and the impact of incentives to promote employee engagement.

**worksite wellness program ideas:** *The Psychologically Healthy Workplace* Matthew J. Grawitch, David W. Ballard, 2016 This book examines the complex interplay between employees and management, to determine how a psychologically healthy workplace is constructed and maintained.

**worksite wellness program ideas:** *The Culprit & the Cure* Steven G. Aldana, 2005 This book presents a wealth of evidence that reveals how a healthy diet, exercise, and other healthy lifestyles can impact life-span and the risk of cancer, heart disease, diabetes and other chronic diseases. It provides easy-to-follow guidelines that will help individuals begin and maintain a healthy lifestyle for life. No infomercials here, just the facts from an authority who knows.

**worksite wellness program ideas:** *A to Z of D-Toxing* Sophia Ruan Gushee, 2015-10-20 Created to be the only reference book that a head of household needs, *A to Z of D-Toxing* includes hundreds of tips, as well as ten ideas to implement today--Sophia's D-Tox Strategy.

**worksite wellness program ideas:** *How We Work* Leah Weiss, PhD, 2018-03-13 “I have long thought that what the Buddha taught can be seen as a highly developed science of mind which, if made more accessible to a lay audience, could benefit many people. I believe that Dr. Weiss’s book, in combining such insights with science and good business practice, offers an effective mindfulness based program that many will find helpful.” --His Holiness, the Dalai Lama A practical guide to bringing our whole selves to our professional work, based on the author’s overwhelmingly popular course at the Stanford Graduate School of Business. In today’s workplace, the traditional boundaries between work and personal are neither realistic nor relevant. From millennials seeking employment in the sharing economy to Gen Xers telecommuting to Baby Boomers creating a meaningful second act, the line that separates who we are from the work we do is blurrier than ever. The truth is, we don’t show up for our jobs as a portion of ourselves—by necessity, we bring both our hearts and our minds to everything we do. In *How We Work*, mindfulness expert and creator of the

perennially-waitlisted Stanford Business School course Leading with Mindfulness and Compassion Dr. Leah Weiss explains why this false dichotomy can be destructive to both our mental health and our professional success. The bad news, says Weiss, is that nothing provides more opportunities for negative emotions—anxiety, anger, envy, fear, and paranoia, to name a few—than the dynamics of the workplace. But the good news is that these feelings matter. How we feel at and about work matters—to ourselves, to the quality of our work, and ultimately to the success of the organizations for which we work. The path to productivity and success, says Weiss, is not to change jobs, to compartmentalize our feelings, or to create a false professional identity—but rather to listen to the wisdom our feelings offer. Using mindfulness techniques, we can learn how to attend to difficult feelings without becoming subsumed by them; we can develop an awareness of our bigger picture goals that orients us and allows us to see purpose in even the most menial tasks. In *How We Work*, Weiss offers a set of practical, evidence-based strategies for practicing mindfulness in the real world, showing readers not just how to survive another day, but how to use ancient wisdom traditions to sharpen their abilities, enhance their leadership and interpersonal skills, and improve their satisfaction.

**worksite wellness program ideas:** [The Employee Wellbeing Handbook: A Guide for Collaboration Across All Departments, Benefit Vendors, and Health Practitioners to Build a Culture of Well](#) Cassie Sobelton, 2019-08-29 Achieve New Business Growth with a Focus on Workplace Culture and Wellbeing Do you have a sneaking suspicion that your workplace culture, or the American workplace as a whole, could use some tweaking? Would you like to prioritize wellness in your organization without paying homage to (or worse, paying for) fluffy, unproven tactics that don't move your and your business forward? Are you a benefit broker or consultant who is left feeling vulnerable and in need of best-in-class strategies or initiatives? Or maybe you're a niche vendor in the wellness industry and need a more thorough understanding of the other players or ways to incorporate the various employee benefits your clients are utilizing. If you are expected to assist or even lead the health and wellbeing initiatives at your clients' organizations, or you are the go-to human resource employee for wellbeing at your organization, this book is a must-have for your office. Newsflash: Large corporations, such as Google or Apple, that effortlessly attract the best talent by prioritizing their employees' wellbeing don't have a secret unavailable to you! You can build a human resources strategy that places employee wellbeing first, thereby bringing in hardworking, highly qualified and healthy individuals to drive innovation at your organization. And as a result, you can enjoy levels of employee development and business growth that you wouldn't have dreamed possible beforehand. All you need is a little help. Enter *The Employee Wellbeing Handbook*. Bestselling author Cassie Sobelton is a health and wellness expert who believes in a real world approach to Mind, Body, and Spirit balance. Where her first book (*Back to Balance: Crack Your Mind, Body, Spirit Code to Transform Your Health*) tackled individual health, this newest guide takes on the wellbeing of entire corporations. Whether you're in health and fitness, human resources, healthcare or insurance, or any other field that deals with the wellness of employees, this book is for you. In it, you'll learn: The philosophies and backgrounds that make up the current approach to wellness in the workplace How recent decades have changed the overall approach to workplace wellbeing The difference between culture, wellness and wellbeing - and why it's so important to be targeted in your word choice Why collaboration with others in the industry is critical to the health of America as a whole How to lead discussions about workplace wellbeing that generate actual results How to develop the right strategy for your workplace and design metrics to track your progress The not-so-secret secret for re-engaging employees in their jobs, driving business growth and doing right by your company Now before you hear wellness and start thinking meditation rooms or nap pods, know that we're not just talking about little fixes. Instead, Sobelton advocates culture shifts that affect organizations as a whole. If there were a Corporate Wellness Industry 101, this is the textbook the professor would use - which means if you're in the industry, you need it at your side today. Are you ready for the business growth coaching manual you've been waiting for? Do you want to prioritize holistic healing without fluff at your company? Would you like

to use your medical expertise to instill good health principles in others? Don't wait. Buy NOW to understand the industry, gain influence and make the world a better place. Pick up your copy today by clicking the BUY NOW button at the top of this page!

**worksite wellness program ideas:** *The Palgrave Handbook of Corporate Social Responsibility*, 2019

**worksite wellness program ideas:** *Obesity and Socioeconomic Status in Adults*, 2010

**worksite wellness program ideas:** **The Palgrave Handbook of Workplace Well-Being**

Satinder K. Dhiman, 2021-03-22 This handbook proposes to present best practices in managing and leading the 21st century workforce. It offers strategies and tools to cultivate well-being in the present day boundary-less work environment. Research shows that organizations with higher levels of employee engagement routinely out-perform those with lower employee engagement. This handbook provides valuable insights into why employee well-being is such a powerful driver of employee performance and engagement and what organizations can do to enhance workplace well-being and fulfillment. It brings the research on workplace well-being up-to-date while precisely mapping its terrain and extending the scope and boundaries of this field in an inclusive and egalitarian manner.

**worksite wellness program ideas:** **Health Behavior Change and Treatment Adherence**

Leslie R. Martin, Kelly B. Haskard-Zolnieriek, M. Robin DiMatteo, 2010 This title synthesizes the results from more than 50 years of empirical research, resulting in simple, powerful, and practical guidance for health professionals who want to know the most effective strategies for helping their clients to put long-term health-relevant behaviour changes into practice.

**worksite wellness program ideas:** Wellness Leadership Judd Allen, 2008-01-01 Wellness

Leadership empowers managers, wellness committee members and other wellness champions to create a workplace culture that supports healthy lifestyles. Such a culture of health saves lives, cuts medical costs, enhances productivity, improves morale and adds new vitality to work groups. Wellness Leadership explains how to create a shared wellness vision, serve as an effective role model, align cultural influences and monitor/celebrate success. Revealing self-tests, a culture survey, information about legal issues, guidelines for establishing wellness committees, leadership stories and checklists take the guesswork out of creating a culture of health.

**worksite wellness program ideas:** **Health and Wellness Programs for Commercial**

**Drivers** Gerald P. Krueger, 2007 TRB's Commercial Truck and Bus Safety Synthesis Program (CTBSSP) Synthesis 15: Health and Wellness Programs for Commercial Drivers explores health risks facing commercial truck and motorcoach drivers. The report examines the association between crash causation and functional impairments, elements of employee health and wellness programs that could be applied to commercial drivers, and existing trucking and motor coach employee health and wellness programs. In addition, the report includes several case studies on employee health and wellness programs in the truck and motorbus industries, focusing on the elements that appear to work effectively.

**worksite wellness program ideas:** **Financial Peace** Dave Ramsey, 2002-01-01 Dave Ramsey

explains those scriptural guidelines for handling money.

**worksite wellness program ideas:** *Candy Cane Challenge* Melody Tyden, 2023-04-06 One year

ago, Holly and Jackson met when their best friends Gemma and Cole got together. There was an instant spark between them, but they were looking for different things. Holly wanted a fling and Jackson was after love. When it came time for him to return to New York, they parted as friends and Holly stayed behind in London. Now, Holly has come to New York for Gemma and Cole's wedding and to spend Christmas with the happy couple... and their best friend. It doesn't take long for Holly and Jackson to realize the electricity between them is still there, but the problem they had before hasn't gone away either. Holly thinks they should just have a good time, while Jackson's looking for a long time. In the spirit of the season, they agree to a challenge. Jackson will try to win Holly's heart while she does her best to get him into bed. Whoever gives in first is the loser - though as the challenge heats up, it seems less about winning and more about enjoying the game. When Christmas

morning dawns, who will come out on top? This book contains content unsuitable for readers under the age of 18.

**worksite wellness program ideas: Positive Professionals** Anne Brafford, 2017 'Positive Professionals' is a practical handbook of science-backed strategies to foster full engagement by enhancing people's experience of meaningful work, of feeling valued and valuable, and of growing and developing. The book's well-researched business case convincingly shows that greater engagement boosts not only individual well-being but also profitability, productivity, performance, retention of talent, and client satisfaction.--Back cover.

**worksite wellness program ideas: Eat Real Cookbook** Zonya Foco, Krista Sanderson, 2018-01-06 Get started with 28 days of breakfast, lunch and dinners that include a delicious entree and complementary side dish each night. Week 1 begins easy with a 'warm up' week of REAL food variations of familiar family favorites, plus simple salads and sides that help you master the habit of creating coordinated two-dish meals. The following weeks' menus then bring it up a notch thereafter, gradually introducing foods and preparation methods that may be new - but not for long! After Week 4, you will have the REAL food expertise, cooking confidence and family acceptance that creates a lifelong 'delicious meets healthy' lifestyle!

**worksite wellness program ideas: Workplace Wellness Programs: Promoting Employee Health and Wellbeing** Julian Paterson, Workplace Wellness Programs: Promoting Employee Health and Wellbeing is an essential guide for employers and HR professionals seeking to enhance the health and productivity of their workforce. This comprehensive book covers every aspect of designing, implementing, and sustaining effective wellness programs, from physical health initiatives and mental health support to financial wellness and creating a healthy work environment. With practical strategies, real-world case studies, and insights into the latest technology and trends, this book provides the tools and knowledge needed to create a thriving workplace where employees can achieve their best both personally and professionally. Whether you are starting from scratch or looking to improve existing programs, this book is your roadmap to fostering a culture of wellness and success.

**worksite wellness program ideas: Say Grace** Steve Palmer, 2019-11-19 Living Sober in an Industry Ravaged by Addiction As a child, Steve Palmer never belonged--not in school, not in his troubled home, not with friends. After his father and grandfather passed away, he was sent to a series of rehabs and halfway houses before ending up on the streets. Drugs and alcohol soon became a way of life. Eventually, he would go on to a career running some of the country's most celebrated and innovative fine dining establishments. But first, he had to learn how to be sober in an industry awash with alcohol and drugs. Thanks to coworkers that were able to love him when he couldn't love himself, Steve got sober. He escaped addiction alive. Many in the industry do not. No other industry has higher rates of alcohol and drug abuse. People are losing careers and families. They're losing their health. They're losing their lives. This is the story of one man who found healing and recovery in the industry that enabled his addiction--and he's on a quest to help others do the same.

**worksite wellness program ideas: Rehumanizing the Workplace** Rosie Ward, Jon Robison, 2020-03-24 This book highlights how successful companies are thriving by putting people first. It details five key principles essential for rehumanizing workplaces; a framework to help restore hope, well-being, and performance; and tangible actions anyone can take to show up as a leader and influence positive change.

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