



## 11 Simple Things to get Your Organization Active

**Do not promote trends to employees.** This is a huge mistake in the wellness field. We like to talk about numbers and statistics. However, did you know that informing your employees of the fact that “66% of people do not participate in activity” can actually encourage them to not be active? It gives them a feeling of normality and who wants to be abnormal!

**Do promote physical activity requirements.** In clear writing, let employees know that activity requirements are at least 30 minutes of activity five to seven days per week according to the American College of Sports Medicine. Sometimes we can make these guidelines more complicated by adding maintenance and weight loss guidelines or explaining the suggested intensity of the activity.

**Encourage everyone to set a goal.** People are 90 percent more likely to accomplish something when they have set a goal and written it down.

**Leverage the power of planning.** Make sure to map out activities and teach employees to schedule exercise into their day just as they would a doctor’s appointment. They are twice as likely to complete the activity.

**Emphasize the fact that injury is the enemy.** It is important to encourage activity with your employees but to also emphasize that slow and steady is the speed. Fifty-six percent of people who start an exercise program will be injured, mostly due to the fact that they start too intense and too fast.

**Schedule regular movement throughout the day.** It is important that employees get up and walk around throughout the day. Sitting for eight hours actually has a negative impact on your physical fitness and can completely negate an hour of exercise.

**Start a company walking club.** Partnering up with one other person or many other people helps to keep people accountable to someone besides themselves. Starting a walking club at work or holding “walk and talk” meetings is a great way to show support for wellness and being able to fit it into our busy lifestyles.



**Capture and share success stories.** Stories talk louder than any statistics out there so it is important that if your company has success stories from employees who have made lifestyle changes or participated in preventive care that these stories are told. One story about starting a weight loss program and the success of feeling better can have a bigger impact on people than telling them the risks of developing chronic diseases from obesity.

**Make simple environmental modifications.** Make the stairwells in your building more appealing. Give out prizes to those who park the furthest away from an employee entrance. Even lighting, music and paint can improve the occupational environment.

**Assess home and neighborhood environments.** What is learned at work is not necessarily taken home so it is important to know your community. Understand that you may need to incorporate family learning into wellness programming. Work with your community to positively make an impact on wellness through volunteer work, walks or patronizing local vendors.

**Be an ambassador for physical activity.** Make sure that you are not just preaching and teaching but that you are doing. People mimic what they see not what they hear! If you encourage walking during breaks you better be putting on your tennis shoes and taking walks while at work.

**For assistance in developing a more comprehensive activity plan for your employees, contact Sharon Rateike, corporate wellness program coordinator at (920) 568-5018 or [Sharon.Rateike@forthc.com](mailto:Sharon.Rateike@forthc.com).**

