



Workplace Physical Activity Strategies



A quick-read guide on approaches to support employee physical well-being.





Four workplace physical activity strategies

Being physically active at the workplace is one of the most important actions that employees can take to improve their well-being. Increased movement and reduced sedentary behavior generates individual and organizational benefits across physical, mental, social and economic domains. Individual health benefits include improved sleep, cognition, physical function and quality of life. At an organizational level, this can result in increased productivity, lower presenteeism and health care costs, and improved culture and retention. Create a sustainable culture of well-being by implementing initiatives that are relevant to your population's work settings, demographics, health risks and lifestyle interests.

1

Raise awareness about the importance of physical activity.

Informing and educating your population are key. When employees are knowledgeable about the benefits of physical activity and health risks of sedentary behaviors, they feel more empowered to take action for their own well-being.

- + Survey employees to understand physical activity interests and needs.
- + Provide leaders and wellness champions with resources on motivating and encouraging their teams to utilize their well-being benefits during the workday.
- + Use digital and print communications to educate employees of the available physical activity resources. Create an easily accessible place that contains information on all well-being resources.
- + Offer well-being workshops or post on-demand webinars to educate employees on the benefits of endurance, strength and mobility exercises.

2**Equip employees with tools and resources to manage their physical well-being.**

Your employees are diverse – in age, ethnic background, gender identity, and more – which means their well-being interests and needs vary greatly as well. Offering a variety of programs and resources ensures equitable access and allows employees to engage in healthy behaviors in meaningful ways.

- + Promote health insurance benefits, such as Active&Fit Direct, LifeBalance, ChooseHealthy, the Healthy Eating and Active Lifestyle program, health coaching and the Healthy Bites podcast. Encourage employees to complete their wellness assessment annually.
- + Offer competitive benefits and perks that promote movement, such as stipends for activity trackers, public transit passes, bike share programs, fitness studio classes or memberships, and home office ergonomic equipment.
- + Offer activities that are easily accessible and engaging, like onsite or virtual fitness classes, team-building activities, or an organization-wide health fair.
- + Use meaningful incentives to encourage participation in activity programs.
- + Encourage utilization of digital offerings, such as a well-being platform, movement or step challenges, or live virtual classes.
- + Foster social support by creating walking, running, or cycling groups.





3

Promote physical activity through policies and environmental design to ensure opportunities are integrated into your organizational culture and buildings.

Changes large and small to a workplace's built environment can have profound impacts on employee well-being, productivity and performance. Implementing active design strategies allow employees to easily incorporate movement into their workday routines.

- + Design a work environment that promotes movement and reduces sedentary behavior.
- + Support active commuting by offering secure bike parking, bike repair tools, changing rooms, lockers, and showers.
- + Create outdoor spaces that encourage physical activity, like walking paths, open green spaces, gardens, recreational courts or all-weather fitness equipment.
- + Promote physical activity by providing access to onsite or nearby fitness facilities that includes equipment such as free weights, yoga mats, treadmills and stationary bikes.
- + Encourage movement and discourage prolonged sitting by providing ergonomic, active workstations.
- + Create safe, accessible and inviting stairwells to encourage stair use.
- + Implement policies that make adopting healthy and active choices easier.
- + Allow flexible scheduling to accommodate employees preferred physical activities.
- + Encourage active meetings by allowing physical activity breaks during long meetings or by holding walking meetings.

4

Develop partnerships with local and national well-being organizations.

Engaging with local and national organizations allows employees easy access to trusted information on topics that matter to them. This also provides new opportunities to collaborate and build a healthier future for our communities.

- + Leverage resources available through local health departments and parks and recreational agencies.
- + Collaborate with local organizations to offer discounts to activities and events that foster physical activity.
- + Distribute maps or promote digital apps with recommended walking, running, and biking routes in the community.
- + Promote resources from trusted well-being organizations, such as the American Heart Association or American Council on Exercise.



Check out our [employer well-being resources and toolkits](#) to learn more about implementing relevant strategies for your workforce.



When you're healthy, you can feel inspired to do great things for your community and the world at large. We believe healthcare is a human right — everyone has a right to quality healthcare. We're dedicated to the health and care of every member of our community, no matter where they live or who they work for.



Because everyone's well-being matters.

Want support for your employee well-being program? Contact your Health Management Consultant or Account Manager - or, email our team at workplacewellness@providence.com

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