


Nutrition & Stress Management for a Healthy Workplace
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Overview



A healthy workplace encompasses many elements. This session will narrow down key nutritional and stress management strategies you can take back to your organization. Investing in a healthier workplace is a win-win; as you boost the well-being of employees, you impact the success of your business.

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Cost of Health Care



- 4 of the 8 most expensive diseases to treat are directly related to nutrition, weight management and stress:
 - Cardiovascular disease
 - Cancer (some types)
 - Hypertension
 - Diabetes (Types 1 & 2)
- Yearly cost of health care: \$2.3 trillion (2008)
- Average cost-benefit ratios for workplace wellness interventions range from \$3.48 – \$5.82

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Benefits of Improving Employee Wellness



- Attract better employees
- Lower rates of absenteeism and time lost
- Improves on the job time utilization and decision making
- Improved employee morale and decreased turnover
- Decreased company healthcare costs; reduction in preventable healthcare utilization

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Why is the Workplace Ideal for a Nutrition Intervention?

- We spend a large portion of our waking hours at work
 - We make >200 food-related decisions per day!
 - Approx. half of those decisions are made at work
- Environment can be a large influence on nutritional health
 - Availability of daily eating situation affects decisions
- Opportunity for long-term interventions and follow-up
 - Captive audience

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Key Nutrition Messages to Promote

- 1 Balance, moderation and variety
- 2 Emphasize fruits, vegetables and whole grains
- 3 Choosing low-fat dairy products and lean protein sources
- 4 Preparing foods with little or no fat
- 5 Achieving and maintaining a healthy weight
- 6 Limiting salt, alcohol and caffeine; staying adequately hydrated

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Conducting a Needs Assessment

Before planning a nutrition program, be sure you know the interests of your audience

Ask Questions!

**Recommendation: Form a *workplace wellness committee* to brainstorm areas of improvement and ideas for changes

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Eating Opportunities at Work



- Food brought from home
- Cafeteria, vending machines
- Treats in the office, lunch room, break room
- Food at meetings or events



Educational Interventions

For Improving Employee Nutritional Health



- Offer healthy meal planning materials
- Provide healthier food choices information
- Give a class on reading and understanding food label
- Demonstrate healthy cooking tips
- Post a list of local restaurants that offer balanced food menus
- Invite a speaker to a "lunch-n-learn"



Sample Educational Topics




- The basics
- Weight management and body image
- Fad diets
- Fats and cholesterol
- Salt reduction
- Planning balanced meals for the whole family
- Grocery shopping tips
- Reading food labels
- Programs for specific health conditions (heart disease, diabetes, etc)
- Eating on the run
- Vegetarian eating
- Aging well




Environmental Interventions

For Improving Employee Nutritional Health




- Stock vending machines with healthy foods
- Arrange for the cafeteria to offer a range of healthy food choices
- Provide a refrigerator and microwave for employees to bring in healthy foods
- Provide healthy food options at company sponsored meetings and events
- Organize a potluck lunch featuring healthy food choices (Try a multicultural day!)



Healthy Choices for Meetings

Offering healthier food choices at meetings and other company events will encourage employees to choose these foods more often



Foods

- Whole grain breads, bagels, muffins, pitas, tortillas and rolls
- Lower fat cheeses (<20%)
- Lower-fat yogurt (<20%)
- Pretzels, granola bars
- High fiber crackers
- Lower-fat sandwich fillings (tuna, salmon, roast beef, turkey, chicken, ham). Include vegetarian options (cheese, grilled vegetables, hummus)

Beverages

- Fresh water
- 100% juice
- Low-fat milk (skim, 1-2%) for drinking or as a creamer-substitute for coffee/tea

Condiments

- Light mayo, butter or margarine, and low fat salad dressings
- Low-fat spreads (hummus, light cream cheese, jam)
- Low-fat dips

Additional Tips for a Healthier Food Environment



- Offer free, healthy snacks and beverages for employees in break rooms
 - i.e. popcorn, nuts, fruit, water, tea
- Label foods with nutrition facts- add specialty labels to healthier options
- Point of sale marketing



Policy Interventions

For Improving Employee Nutritional Health



- Limit birthday celebrations to once per month
- Mandate a discount for healthy food offerings in the cafeteria
- Mandate lunch breaks away from desk



Additional Program Ideas

For the Promotion of Healthier Eating

- ✓ 1 Prepackaged lunch incentive campaign
- ✓ 2 Weight management classes
- ✓ 3 "Lunch & Learns"
- ✓ 4 Nutrition "cook-offs"
- ✓ 5 Develop a healthy eating employee cookbook
- ✓ 6 Est. a wellness resource center or "go-to" person
- ✓ 7 Make a wellness bulletin board to update




Take Away Points

- Creating a healthier nutritional work environment for employees can increase morale, productivity, retention and lead to reduced health care costs
- Small-scale workplace interventions can be a cost-effective way to promote healthy eating
- Creating a wellness committee can be an effective way of working together to identify areas of improvement while engaging employees

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THANK YOU!

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Workplace Stress Management

Components of Success


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Why is the Workplace Ideal for a Stress Management Intervention?

- We spend a large portion of our waking hours at work
 - 80% of workers feel stress on the job
 - 26% say they are “often or very often burned out by their work”
2007 WELCOA Absolute Advantage: Stressed Less
- Job Stress is estimated to cost \$200 – 300 billion annually in absenteeism, tardiness, and lost productivity
July 2001, Journal of Occupational and Environmental Medicine

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Stress at Work – HELP!



Photography by Brian Luke Seaward, Ph.D.

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Key Stress Management Messages to Promote:

- 1 Know thyself (stressors, symptoms)
- 2 Learn coping skills
- 3 Learn how to relax
- 4 Know when and how to access assistance
- 5 Maintain work/life balance
- 6 Achieving overall wellness

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Conducting a Needs Assessment

Assess common stressors

- Personally (i.e. people, values conflict, lack control or support)
- Company (workload, expectation ambiguity, environment, communication, lack of educational opportunities)

****Recommendation:** Form a *workplace wellness committee* to brainstorm areas for improvement and possible changes that would impact top workplace stressors

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Educational Interventions

For Improving Employee Stress



- Stress management materials – to go
- Stress management workshops
- Skill building opportunities focused on:
 - Causes (Coping)
 - Symptoms (Relaxation)
- Post a list of local and company resources
 - health & wellness, hobbies, volunteer opportunities, rideshares, employee discounts & benefits, etc.

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Sample Educational Topics



- The basics
- Mindfulness
- Communication skills
- Reframing
- Journaling
- Organization and time management
- Wellness – sleep, exercise, nutrition
- Meditation/Mental training
- Yoga/Tai Chi
- Diaphragmatic breathing
- Guided imagery
- Progressive muscle relaxation
- Music therapy



Environmental Interventions


For Improving Employee Stress




- Improve wellness culture
- Provide break areas
- Engage employees in healthy hobbies for work/life balance
 - Club sports, book club, walking paths, gym
- Check the physical environment



Additional Tips for a Lower Stress Environment



- Go Natural
- Flare!
- Rewards
- Social Connections



Policy Interventions

For Improving Employee Stress



- Allow employees to unplug and set boundaries with technology off the clock
- Considerations (when appropriate) for comp days, flexible scheduling, telecommuting, etc.



Volkswagen silences work e-mail after hours

By **Havley Tsukavama**, Published: December 23, 2011 (The Washington Post)

The thrill of getting a work-issued mobile phone is often quickly eclipsed by its constant reminders that you've still — always — got work to do.

But some companies are trying to help its employees keep their home and work lives separate, and this week Volkswagen joined in. The automaker has agreed to stop sending employee e-mails to its BlackBerry servers outside of some German workers' shifts, with a 30-minute buffer on either side, the BBC reported Friday. Employees can still make calls on their devices (and the rules aren't in place for senior management), but now have a reprieve from off-hours beeps and buzzes.

The report notes other companies that have done the same, including the maker of Persil washing powder, which has declared an e-mail "amenity" for its workers between Christmas and New Year's. The Washington Post's **Jena McGregor** recently wrote that the French company Atox has banned internal e-mail altogether.

In 2008, the Pew Internet and American Life Project found that employees with company phones often worked more than 50 hours a week, with 62 percent saying that having the gadgets triggered demands that they work more hours; 38 percent said that the demands increased "a lot." And cellphone use has only increased since then.

The average American works about 8.6 hours a day, according to figures from the Bureau of Labor Statistics, and time-use analysis shows that about one-tenth of Americans are working outside normal work hours. Around 17 percent of employed Americans are working between 5 and 6 a.m., for example, and 12 percent are working between 10 and 11 p.m. While the labor data don't mention the impact that work-issued devices have on this extra work time, those percentages outside of normal work hours have been steadily rising in recent years.

A complete ban on work e-mails may not be the solution for everyone, the report said. For example, work e-mails may wind up being routed to personal e-mail addresses, blurring the line between work and personal lives ever further. But the policies do stand as evidence that businesses are starting to recognize the impact of an always-connected job.

"The issue of employees using BlackBerries, computers and other devices out of working time is a growing one that needs to be addressed as it can be a source of stress." Trades Union Congress secretary general Brendan

Additional Program Ideas For the Promotion of Stress Management

- ✓ 1 Prepackaged incentive campaign
- ✓ 2 Team building
- ✓ 3 "Lunch & Learns"
- ✓ 4 Have social support groups, EAP, clubs
- ✓ 5 Develop a space/time to quiet the mind
- ✓ 6 Est. a wellness resource center or "go-to" person
- ✓ 7 Make a wellness bulletin board to update



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Take Away Points

- Thoughtfully implemented worksite wellness programs may:
 - Increase health knowledge and behavior
 - Improve underlying health conditions
 - Boost morale, productivity, retention
 - Reduce or contain medical costs



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THANK YOU!



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