



Types of Worksite Wellness Activities

A comprehensive worksite wellness initiative will include all of the following components: awareness, education, behavior change, policy and environment change. Depending on your worksite's needs, resources and vision, you may choose to initially focus on one or two components and slowly work toward a comprehensive worksite wellness program over time.

Awareness

Awareness interventions bring health topics to light that employees may not have considered. They highlight key facts and health risks related to certain behaviors and health conditions. Examples include:

- Activity challenges
- Health screenings/biometric screenings

Education

Education interventions are more formal than awareness programs and can include classes, presentations or written materials. Education programs can get more in-depth on a particular topic and can provide skill-building activities. Examples include:

- On-site cooking classes
- Strength training guides

Behavior Change

Behavior change interventions include evidence-based programs, activities and information designed to support employees in adopting behaviors that will lead to better health. These programs can take more time or resources but can be more effective than awareness or education interventions alone. Examples include:

- Health coaching
- Tobacco cessation class
- Diabetes prevention program

Policy and Environment

Policy and environment interventions are often the most effective because they ultimately affect the health status of the highest percentage of employees, more than any other intervention alone. These changes take more time and planning, and require a strong communication plan. Examples include:

- Tobacco-free campus policy
- Break areas with refrigerators and microwaves for employees to bring their own food
- On-site bike racks, showers or exercise facilities
- On-site gardens or Community Supported Agriculture (CSA) deliveries

Toolkit ▶ *Sample policies, Ways to Create a Supportive Environment*

Section 2: Strategies

SIX CORE OUTCOMES FOR HEALTHY WORKSITES