

74. Invite a professional to teach a class on basic first aid for the employees (i.e. American Red Cross or local hospital).
75. Contact a local agency (Safe Kids Coalition or Fire Department) to offer free or low cost fittings for child safety seats.
76. Offer buddy or team physical activity challenge with grand prize drawing among participants.
77. Provide a bike rack and/or company bicycles to encourage biking to work or during the workday.
78. Offer preventative medical benefits coverage to include screenings, well checks and/or reduced gym membership.
79. Post good hand hygiene techniques in all restrooms.
80. Host a potluck lunch for employees to share healthy recipes and meal ideas.
81. Offer live healthy cooking stations in the cafeteria.
82. Establish a wellness committee with representatives from different departments to drive the direction of the company worksite wellness initiatives.
83. Host a blood drive to raise health awareness.
84. Create a small onsite gym with donated or low cost equipment such as fitness bands, jump ropes, free weights, and yoga mats. Use fitness posters to demonstrate exercises for the equipment provided.
85. Set up a quiet room to offer 15-minute naps during lunch breaks.
86. Establish or utilize an existing Live Healthy blog to answer everyday health and wellness questions.
87. Create an annual calendar to promote employee wellness activities.
88. Include health promoting announcements during mandatory or company-wide meetings. A health topic could be highlighted each month.
89. If budgets allow, offer wellness/health coaching sessions to employees.
90. Offer a blood pressure sweep or drive where every employee is screened and made aware of the health risks associated with high blood pressure.
91. Promote and utilize web-based self tests on site, such as the American Heart Association, to know personal health risks.
92. Post nutritional value information for local restaurants in company break rooms to encourage healthier lunch choices.
93. Assess the community around your business for parks, walking trails, health clubs, sidewalks and other facilities. Post maps with distances and calories burned.
94. Map healthy lunch spots and post safe routes to these locations, and organize a weekly "walk to lunch" program.
95. Form a company team to get involved with local volunteer workdays or programs (Habitat for Humanity, community clean up days, Hands on Greenville day).
96. Assign a "stairwell monitor" or "healthy living monitor" to randomly "catch" employees taking the stairs or engaging in healthy activities. Recognize the employees at monthly meetings or provide a small incentive.
97. At corporate retreats or large meetings, build in a physical activity component such as a 10-minute tai chi demonstration, ice breakers that require movement, or a scavenger hunt related to the business at hand.
98. Take monthly employee field trips. For example, go to local a Farmers Market and offer local farmers the opportunity to display and discuss their produce, or tour a local fitness center or park.
99. Whenever possible and practical, encourage employees to conduct business "face to face" rather than through email or on the phone.
100. Encourage employees to remove candy jars from desks and work areas to promote healthier eating habits.
101. Work to continually identify new ways to promote healthy behavior at work!

101 GREAT IDEAS FOR WORKSITE WELLNESS

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AT WORK

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Resources made available with support from Greenville YMCA and Piedmont Health Foundation

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AT WORK

1. Ask your vending machine contractor about offering some “healthier” options, and marking them for buyers to recognize.
2. Encourage staff and visitors with signs, and word of mouth, to use the stairs instead of the elevators.
3. Offer granola bars, fruit or other healthier options at meetings.
4. Host “Walking Mondays” or another workday, where staff can bring/wear walking shoes and walk with a co-worker during the workday.
5. Encourage staff to get annual flu shots.
6. Have a “healthy recipe contest” at your workplace. Everyone that enters a healthy recipe gets a raffle ticket and the winner could receive a \$25 gift certificate to a local sporting goods store or health food market.
7. Encourage smokers to call the toll-free smoking cessation hotline at 1-800-QUIT-NOW (784-8669).
8. Place a water cooler in the office to encourage staff to drink more water.
9. Pedometers can be inexpensive; hand them out to staff and encourage taking 10,000 steps per day.
10. For employees that sit all day, encourage them to move and/or do two-minute stretches break once an hour.
11. Start staff meetings with encouraging remarks or quotes—this leads to a more positive workplace environment.
12. Wherever possible, arrange office space to maximize natural light rather than florescent overhead lighting.
13. When running worksite contests, give away healthier items such as gift certificates to massage vendors, sporting good stores, healthy food markets, and other wellness options instead of pizza or ice cream parties.
14. Contact local fitness clubs to arrange special employee discount membership rates.
15. To reduce stress, turn any small or vacant spot into a meditation room complete with a chair, iPod with soft music and dim lighting. (A 15-minute time limit per day can be set if necessary).
16. Adopt a company-wide policy to offer healthier choices when providing meals at company functions.
17. Put an indoor exercise bike in a back room facing a television, to encourage staff to burn calories during breaks, lunch and/or before/after work. This can also provide stress reduction during busy seasons.
18. Assure all air filters are clean for good quality air (tip: this should also be done at home).
19. Set up or establish wellness bulletin boards throughout the organization to post healthy recipes, exercises, health education information, fitness news, etc.

20. Humor decreases stress; encourage staff to put a week-end cartoon above the copier or in their workstation.
21. Measure the distance around your building or property. Post mileage to encourage walking on breaks, at lunch or before/after work.
22. Have a scale and give employees a dollar for every pound lost after an initial 5 pound loss. (Tip: the first 5 pounds can be water weight, illness or crash diet results).
23. Assure that CEO’s, owners or other company leaders are setting good examples by eating healthy and exercising. This example speaks volumes to employees about the importance of workplace wellness efforts.
24. If your worksite has a cafeteria, offer at least one healthy selection each day.
25. Make your worksite (building and property) tobacco-free.
26. Keep computer screens at the correct height. The top line of text should be at eye level.
27. Adjust chairs so that feet are flat on the floor, if necessary, add a foot rest.
28. Keep everything within easy reach to avoid over-reaching or twisting at the waist.
29. Rotate jobs to prevent repetitive trauma disorders.

40. Form company sports leagues for recreational activities such as softball, basketball, volleyball, etc.
41. Create wellness challenges or competitions around healthy topics. For example, challenge employees to consume 5-9 servings of fruits and vegetables daily for one month. Employees would track fruit and vegetable consumption for one month. If they met the challenge goal, they would receive an incentive.
42. Start a DVD loan program. Purchase or ask employees to donate health and fitness related videos that employees can borrow.
43. Host a “Know Your Numbers” event. If certain preventative screenings are regularly offered to employees (i.e. physicals, cholesterol or blood pressure checks, etc) and list on an easy to read handout to promote employee awareness.
44. Schedule periodic health videos and brown bag lunch sessions for employees.
45. Highlight success stories in your company newsletter or bulletin board.
46. Talk with local gyms to bring out certified personal trainers to the worksite for lunch time presentation on building a home fitness plan.

57. Post food guide pyramid charts in cafeterias and break rooms.
58. Offer low-cost or free fruit in the employee break rooms to encourage healthy snacking.
59. Have senior leadership/CEO create a short video or speak at a staff meeting on the importance of workplace wellness.
60. Contact your local YMCA, hospital, health department or college to find free or low-cost speakers on health related topics.
61. Offer free or low-cost health screenings (blood pressure, body mass index, vision, etc). At the screening, provide high-risk employees with free educational materials from reputable websites such as the American Heart Association, American Cancer Society, etc.
62. Put together a list of businesses that offer prescriptions at lower costs, regardless of insurance. For example, Wal-Mart offers dozens of prescriptions for \$4.00 and Publix offers several antibiotics for free.
63. Offer a low-cost fast food guide to employees to help make healthier decisions when eating out.
64. Create a small handout on ergonomics, specific to their workstations, to help prevent repetitive injuries.

65. Include a brief wellness segment into each staff meeting; for example, a stretch break or handout on healthy eating from www.mypyramid.gov, etc.

66. Create a “food label guide” to help employees when they grocery shop. Consult our web site – www.livewellgreenville.org – for a Healthy Food Shopping List.

67. Work with a local registered dietician to offer a free or low-cost healthy cooking class on a quarterly basis for employees.
68. When conducting small meetings, consider moving them outside or having a “walking meeting.”
69. If you have a large employee parking lot, offer a small incentive (pedometer, water bottle, etc), for those employees that park the furthest away, to encourage incorporating more physical activity into their day.
70. Build your wellness initiatives around free reputable programs. For example, www.mypyramid.gov offers a program which allows individuals to customize their own Pyramid based upon goals, weight, physical activity, etc.
71. Massage therapy students are required to perform free massages for clinical hours to gain their certifications. Contact a local massage therapy school about students providing free massages to your employees.
72. Ask a local pharmacist to give a lunchtime session to answer frequently asked medicine questions.
73. Allow employees to earn and use flex time to engage in physical activity.

101 No Cost or Low Cost Things to Improve Workplace Wellness

30. Adjust keyboard height and angle so hands are not bent at the wrist.
31. Keep the computer mouse next to the keyboard to avoid over-reaching.
32. Adjust keyboards and arm rest heights so shoulders are relaxed and not elevated.
33. Add anti-fatigue rugs for areas where employees are standing for long periods.
34. Email or use the intranet to post “Healthy Tips of the Week” or post a link to www.livewellgreenville.org
35. Offer onsite weight management programs, such as weight watchers.
36. Create or utilize an existing, wellness newsletter for employees.
37. Compile healthy recipes into a company cookbook. Use as prizes and giveaways to encourage healthy behaviors.
38. Form company teams for community sponsored walks/runs. Participate as a group in local “corporate shield” running events.
39. Coordinate on-site health fairs using local agencies that employees can attend before, during or after work.

47. Establish mentors to encourage wellness among peers.
48. Send text message reminders for upcoming events, classes, deadlines of contests and/or motivational quotes or tips.
49. Send out wellness interest surveys. Utilize the results to plan future wellness activities.
50. Set up a Facebook page for employees to connect with other employees making healthy behavior changes.
51. Use wellness ambassadors to promote and encourage participation with wellness programs or events.
52. For companies with cafeterias, work with staff to post calories and nutritional content of meals being served.
53. Place healthy choice stickers on the “heart healthy,” “low in sodium,” “low in sugar,” and “low in fat” selections in the cafeteria or vending machines.
54. Use table tents in cafeteria or break rooms to promote wellness activities, promotions and tips.
55. Offer an on site Farmers Market on Fridays. Invite local farmers to sell fresh produce during growing seasons.
56. Insert health information into pay check stubs.