
Low-Cost Strategies for the Employer that Support a Culture of Total Worker Health™

Create a Culture of Safety On and Off the Job

- Encourage employees to practice safe behaviors off-the-job in written workplace safety policies (lifting, clutter)
- Have employees and their families take a distracted and no cell phone use while driving pledge
- Make personal protective equipment available to check out or at a lower cost
- Provide opportunities for employees to make safety suggestions (safety suggestion box)
- Include seasonal and family safety tips in employee communications and safety meetings/trainings

Support More Movement

- Place copy machines and work supplies away from employee work stations
- Provide opportunities for physical activity during paid time (walking clubs/meetings, standing meetings)
- Have exercise equipment onsite or available to check out (resistance bands, DVDs, dumbbells, pedometers)
- Encourage frequent breaks, stair use and parking farther away from entrance
- Map out walking routes inside/outside of business area and schedule time for employees to take a short walk

Combat Fatigue

- Build in frequent breaks during work shifts
- Educate employees about sleep hygiene, habits and environment
- Develop teamwork strategies, particularly for shift workers and employees with extended hours
- Promote physical activity and moving more during the workday
- Get employee input when designing work schedules, breaks, and strategies for combating fatigue

Reduce Stress

- Develop a flexible schedule policy and allow for flexible schedules
- Make information and community resources available (eldercare, childcare, financial issues/services)
- Encourage employees to take a vacation day
- Have employees choose their own activities for reducing stress to earn points or small incentive
- Promote EAP services, community or insurance services that offer counseling, mentoring or other support

Promote Healthy Eating & Hydration

- Develop healthy food policies for meetings, events and vending machines
- Use point of decision prompts (signs) to promote healthier choices in break rooms, vending machines, etc.
- Have kitchen appliances available to store and cook healthy snacks and meals
- Offer lunch-n-learns on nutrition and dietary topics that employees choose
- Have hydration stations and make water easily accessible

Make Being Safe & Healthy FUN at Work and at Home

- Coordinate games, activities, events, challenges and competitions
- Offer small incentives to get employees engaged
- Have both individual and team-based opportunities
- Provide activities that employees can include family members
- Offer a variety of activity types and duration (days, weeks, months or year)