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The Top 9 Benefits to Having a Worksite Wellness Program!

Exciting ways a wellness program can improve your workplace!

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“Wellness programs are more popular than ever. They started out as employee perks for large corporations; in fact, they used to be called corporate fitness programs. Today, wellness programs are common among both medium and small-sized businesses. Wellness programs are now regularly part of a company benefits package.

Done correctly, wellness programs give employees incentives, tools, social support, privacy, and strategies to adopt and maintain healthy behaviors. Most worksites do a pretty good job of helping employees improve health behaviors. In fact, I would go so far as to say that worksites, both public and private, are the chronic disease prevention centers of the United States.”

-Dr Steven Aldana, Wellsteps CEO and publisher of over 7 books and 75 articles on this topic.

1. Decreased Sick Leave & Absenteeism

[Studies show an overwhelmingly positive impact](#) of improved health on metrics of sick leave and absenteeism. Good health behaviors, better stress management, maintenance of a healthy weight, and improved blood pressure/cholesterol/glucose levels are ALL associated with lower absenteeism rates. Need more hard data that the investment makes a difference? [Research shows an average ROI of 2.73](#) for absenteeism-reducing wellness initiatives over 2 years!

2. Decreased Healthcare Cost (Decreased Use of Benefits/Workers' Comp)

There is ample evidence proving the positive financial impact of a solid workplace-wellness program. This [comprehensive review aggregated the results of around 100 research studies](#). Findings? Workplace wellness programs correlate with decreased employee health care costs and lower levels of absenteeism. Further, [data from this Harvard meta-analysis](#) found that across 22 different studies, medical costs fall by about \$3.27 for every dollar spent on wellness.

The punch line? Expect an average ROI of 3.27 over 3 years for effective worksite wellness programs!

3. Improved Morale & Job Satisfaction Levels

Improved health can drive improved employee job satisfaction, productivity, morale, and energy level. All of these things create a *happier* employee, not just a healthier one. While morale & satisfaction are by nature qualitative and hard to measure in concrete dollar terms, they are all important elements of the *experience* in your corporate culture... and they're all things you want as an employer!

4. Increased Employee Productivity

Presenteeism is a term used to describe an employee who's physically present at work- but *not productively working*. [This phenomenon is well studied](#) and, while it doesn't actually get the same attention as absenteeism or poor employee health, presenteeism may actually cost up to 3x more than direct health care expenses. The good news is, there is a direct connection between productivity and worksite wellness initiatives.

Your best bet for maximizing your employees' productivity? Connect them to a worksite wellness program that supports them through it!

5. Improved Health & Body Composition Numbers

[This study](#) showed that even just six weeks of a guided worksite wellness program would effect positive changes in bodyfat percentage, health knowledge, physical activity behavior, low-density lipoprotein (LDL) and total cholesterol levels, resting heart rate, and blood pressure.

This is exciting, because it means that even a short-term program can create real and meaningful changes in metrics correlated with long-term chronic disease risk!

6. Improved Retention & Possible Competitive Edge in Hiring

Implementing a worksite wellness program communicates to your team that you value and appreciate their well-being and quality of life, not just their work output. An effective worksite wellness program that creates mutual accountability around common health goals, and that's directed thru team-based challenge, also fosters team camaraderie & connectedness. These things can drive improved retention and reduce turnover. And if you can offer a high-value wellness program to a prospective employee, it may help in their decision to choose you and

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your corporate culture over the competition!

7. Enhanced Alignment of Employee and Company Goals

[Fascinating data found here](#) details that worksite wellness programs help employees to see their own wellness as linked with professional success, creating additional incentive to value and pursue healthy behaviors. What's more, worksite wellness initiatives could measurably enhance employees' engagement with the company's mission and goals, leading to greater companywide focus and more unified direction!

8. Increased Healthy Behavior Patterns

Data from [this two-year study](#) showed that employees participating in a worksite wellness program demonstrated healthier eating patterns including increased fruit & vegetable consumption, increased volume & frequency of exercise, reduced rates of smoking and drinking, and increased use of seat belts. It showed that when a quality program provided immediately applicable tools and broke down actionable health behaviors into manageable weekly "chunks", positive effects were still seen 2 years after the start of the program!

9. Improved Physical Fitness & Mobility

You probably don't need studies to validate this one. When your team is spending more time with a fitness coach who leads them through progression, structured exercise & stretching, they become fitter and more mobile... and you gain a more capable, more injury-resistant, and overall *happier* team!

READY TO LEARN MORE ABOUT HOW TO BRING A WORKSITE WELLNESS PROGRAM TO YOUR WORKPLACE?

Learn more or schedule a no-sweat initial conversation with us here:

www.CrossFitEdwardsville.com

or

<http://MeetMe.so/ConversationWithCoach>