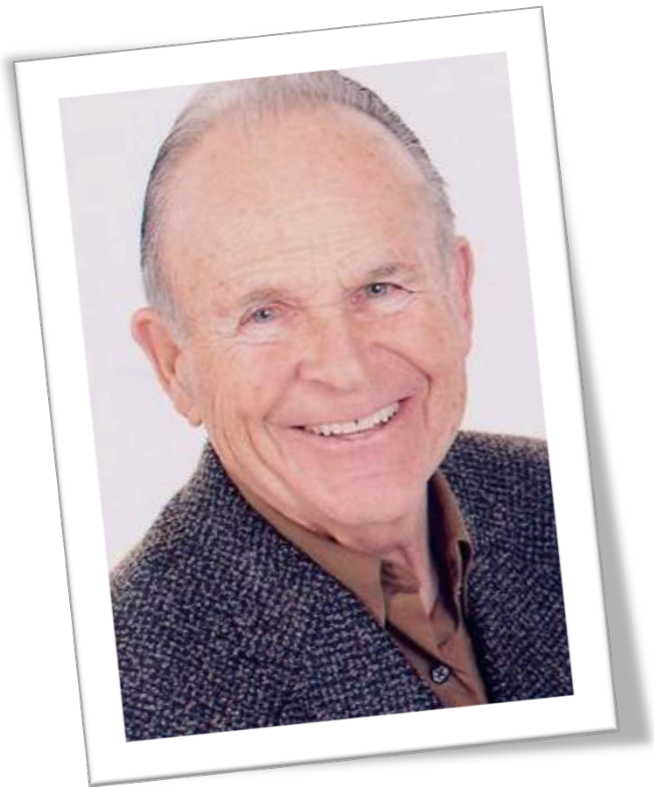


# Successful Workplace Wellness Programs:

How to Engage Employees in Wellness/Primary Prevention

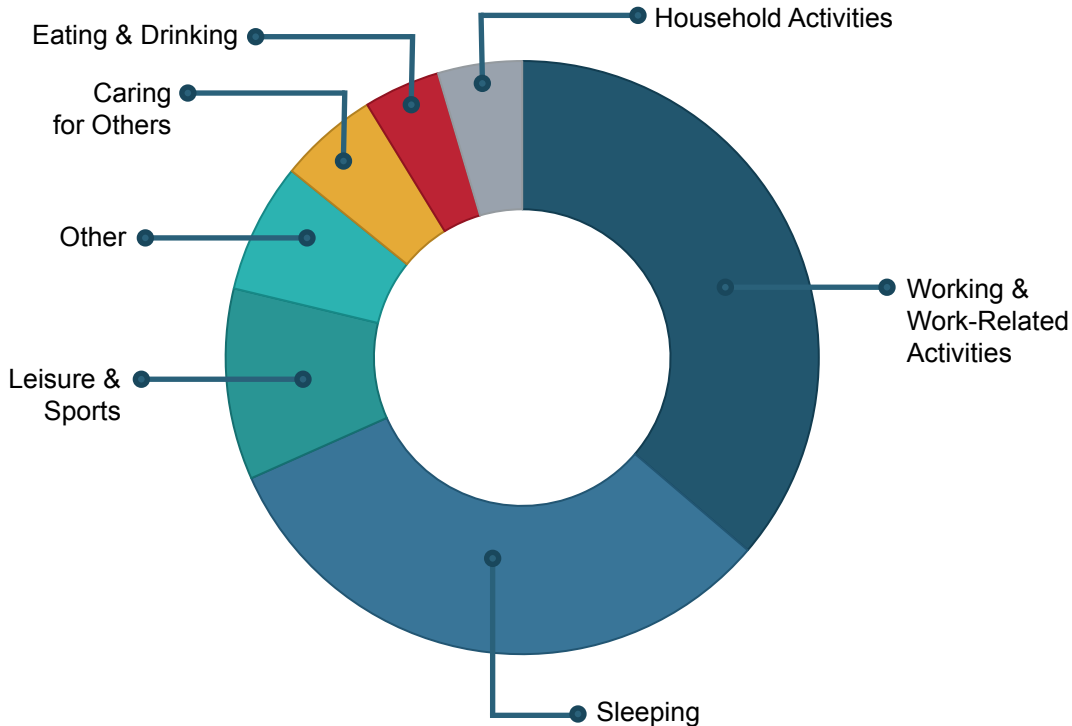
Ryan Picarella, MS, SPHR  
President, WELCOA



William Kizer Sr.



# Average Workday for Americans



The average person spends 90,000 hours at work over their lifetime.

Source: Happiness at Work, Psychology Today

A person is sitting at a table, looking down at a meal. The table is cluttered with various food items, including a pizza box, a glass, and some crumpled paper. The background is dark and out of focus, suggesting an indoor setting like a restaurant or a home dining area. The overall tone is somber, reflecting the negative health impacts mentioned in the text.

TUESDAY, Sept. 28, 2010 (HealthDay News)

People who engage in **unhealthy habits** such as smoking, eating a poor diet and not getting enough exercise turn out to be **less productive on the job**, new Dutch research shows.



# The Silent Killers

Actual Causes of Death in the  
United States, 2000



# • CONCLUSIONS

These analyses show that **smoking** remains the **leading cause of mortality**. However, **poor diet** and **physical inactivity** may soon overtake tobacco as the **leading cause of death**. These findings, along with escalating health care costs and aging population, argue persuasively that the need to establish a **more preventive orientation** in the U.S. health care and public health systems has become more urgent.



# RESULTS •



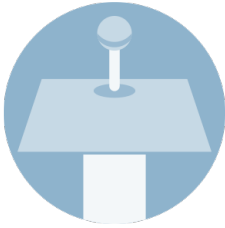
The leading causes of death in 2000 were **tobacco** (435,000 deaths; 18.1% of total US deaths), **poor diet** and **physical inactivity** (400,000 deaths; 16.6%), and **alcohol consumption** (85,000 deaths; 3.5%).

Mokdad AH, Marks JS, Stroup DF, Gerberding JL.  
Actual causes of death in the United States, 2000. JAMA. 2004;291:1238-45

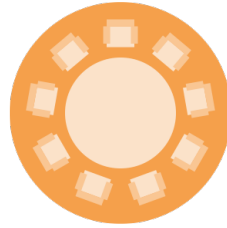
A RESULTS-ORIENTED  
WORKPLACE  
WELLNESS PROGRAM







**BENCHMARK 1**  
Capturing CEO  
Support



**BENCHMARK 2**  
Creating Cohesive  
Wellness Teams



**BENCHMARK 3**  
Collecting Data to  
Drive Health Efforts



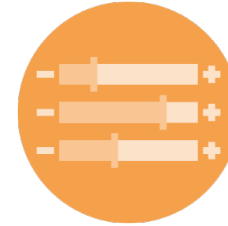
**BENCHMARK 4**  
Carefully Crafting  
an Operating Plan



**BENCHMARK 5**  
Choosing Appropriate  
Interventions



**BENCHMARK 6**  
Creating a Supportive  
Environment



**BENCHMARK 7**  
Carefully Evaluating  
Outcomes

# Program Pitfalls



The background of the slide is a photograph of three large, cylindrical metal grain silos in a rural setting. The silos have conical roofs and are illuminated from below, creating a strong glow. The sky is a deep blue with some clouds, and the foreground shows tall grass. A dashed white line runs vertically down the left side of the image.

POOR  
COMMUNICATION

SILOED

LACK OF  
TRUST



# Thank You!

[rpicarella@welcoa.org](mailto:rpicarella@welcoa.org)