Supporting Workforce Wellness

Managers and supervisors are uniquely positioned to create a safe and healthy workplace by creating a wellness culture and supporting staff who want to achieve and/or maintain healthy lifestyles.

Know your campus health and safety resources . . .

- Health*Matters – UC Berkeley’s wellness program for faculty and staff uhs.berkeley.edu/facstaff/healthmatters
- Recreational Sports – 30-day free pass for fac/staff, WorkFit on-site fitness calbears.berkeley.edu
- Supervising Tools for Manager/Supervisors from UHS: uhs.berkeley.edu/facstaff/supervisingtools.shtml
  Resources on stair signs, planning healthy meetings and potlucks, Instant Recess physical activity breaks, more

Create a wellness culture . . .

- Identify a Wellness Ambassador for your work unit. UCB Wellness Ambassadors are volunteer staff or faculty who play a vital role in communicating about health and wellness programs and creating a culture of health.
- Follow the UCB Guidelines for Healthy Meetings and Events to ensure availability of healthy choices at all unit and department meetings, events, potlucks and celebrations. Encourage sharing of fruits and vegetables rather than desserts, cookies and other sweets.
- Support flex time to give staff more control over their daily schedules. Flex time can support time for exercise goals, participation in wellness programs, and balance of work/life needs.
- Put wellness on staff meeting agendas -- assess your workplace culture, identify interests/needs, and discuss ideas to integrate wellness into your workplace. Distribute responsibilities among staff to announce current programs and lead discussions. Add fun to your meetings, too!
- Create a culture that encourages and supports active lifestyles:
  - Promote walking breaks, taking the stairs, scheduling walk n’talk meetings, finding a walking partner, getting up from workstation to stretch and move, or using a pedometer.
  - Promote walking with Health*Matters Walking Group every MWF at 12:10–1 pm at the Campanile or joining Recreational Sports (WorkFit, fitness memberships, more).
- Communicate and promote campus wellness programs:
  - Sign-up for the Health*Matters listserv to receive the monthly wellness calendar for posting on your wellness bulletin board or distributing to staff.
  - Post program flyers, announcements and posters such as Take the Stairs signs, and I Heart Tap Water and Provide Healthy Choices posters.

Support staff to achieve and maintain a healthy lifestyle . . .

- Include wellness programs in your orientation of new employees
- Encourage and support staff to take advantage of the wellness programs available on campus and through the UC Living Well (UCLW) Incentive Program --- complete Know Your Numbers, participate in the Walking Group or other behavior change programs offered each semester, take a Nutrition to Kitchen workshop, enroll in wellness coaching through UCLW, and lots more. Enroll at UCB Learning Center.
- Arrange for workshops that you can bring into your department or staff meetings such as FUNctional Fitness, Eating Well@Work, or Introduction to Restorative Yoga for skills to use daily for relaxation and focus.
- Share health and wellness educational materials with staff (see Health*Matters webpage) - Healthier Habits at Work, fact sheets from the Healthy Office Program for Supervisors, UC Berkeley Wellness Letter first time subscriber discount and more.
## Benefits of regular, physical activity:

- More energy, improved focus
- Better mood, more positive outlook, more confidence
- Lower stress levels
- Feel better and look better
- Helps with weight management
- Builds stronger bones and muscles
- Easier to move
- Prevents sprains and strains
- Reduces risk of many chronic diseases
- Helps raise good cholesterol (HDL)

### “I don’t have time to take a break. I have way too much work!”

Many people say—“I can’t take breaks due to too much work and not enough time.” Most people actually find when they take walking breaks, even when they think they are too busy, they are more productive and have more energy and focus than when they just keep on working without stopping.

**Make time for walking breaks and experience the benefits!**

## Physical activity recommendations for overall good health:

- **Cardio (aerobic):** 30 minutes of moderate-intensity physical activity most days of the week for overall good health and weight maintenance. This can be broken into 10-15 minute increments.
- **Strength:** Strength training of moderate intensity at least 2 times a week maintains and strengthens muscles.
- **Stretching:** Stretching the major muscle groups 2-3 times a week increases flexibility and helps prevent injury. Mini-stretch breaks throughout the work day help relieve muscle tension and increase blood flow.

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<tr>
<th>Considerations when becoming more physically active:</th>
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<td>✓ Safety is important. If you are just beginning to be active, take it slow at first and gradually build.</td>
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<td>✓ Always wear comfortable walking shoes that give good support.</td>
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<td>✓ Consider the opportunities for the work unit becoming a team or recruiting one or more partners. Studies have shown those who are physically active with a partner or group are most successful in sticking to a program.</td>
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<td>✓ If you plan to start a vigorous program and are a man over 45 or a woman over 55 with a chronic disease or risk factors (see below), check with your physician before starting an exercise program.</td>
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### Risk Factors

- Family history of heart disease
- Elevated fasting blood glucose
- High blood pressure
- High blood cholesterol
- Sedentary lifestyle
- Obesity
- Cigarette smoking (current and those who quit within the previous 6 months)

59% of staff attending the *Step Up to Fitness* orientation has reported an increase in their daily physical activity.

67% of participants credited using a pedometer for helping them lead an active lifestyle.

### Call Health*Matters 643-4646:

Schedule workshops for your department or staff meeting:
- *Step Up to Fitness* pedometer orientation
- *FUNctional Fitness* workshop

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*Source: American College of Sports Medicine and Centers for Disease Control and Prevention.*