**Fitness in the Workplace; Motivation for Success.**

**VT Worksite Wellness Conference \* March 21, 2018**

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Creating and maintaining a culture of physical movement for your employees is one of the greatest things an organization can do to improve morale, reduce costs and boost the bottom-line. Doing this does not need to be difficult, complicated or expensive, but it is as nuanced as you, your colleagues and the larger organization as a whole.

Some of the benefits you can anticipate

* Less depression / anxiety. ($210.5 ***B*** costs total, half related to workplace)
* Reduced sick time, and expenses $$
* Increased energy, focus and creativity
* Improved morale / loyalty
* Lower stress (*can not say enough about this*!)
* Better team building / collegiality
* Employee confidence
* Boost the bottom line

Be as ***inclusive*** as possible in planning activity initiatives and use knowledge from personality theory. Cast a wide net. I.E.: Some will be drawn to group competition, others will be repelled by the idea.

**Calling all managers**: Jump in with both feet as visibly! If the organization values health and fitness, managers must be seen “walking the walk.”



**Albert Bandura on exercise motivation / adherence: Goals and Feedback**

**Road map to success!** Regardless of personality preferences, everyone needs to know what goes in each box to achieve their individual goals.

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|  | **Frequency?** How often do I do this? | **Intensity?** How hard should I push? | **Duration?** How long do I do it for? |
| Strength training |  |  |  |
| Cardio work |  |  |  |
| Stretching |  |  |  |

**What is personal fitness training?** Helping people align themselves emotionally and intellectually with health behaviors that propel them towards their own personal goals. This does not require a gym!

* Education
* Goal setting
* Support
* Accountability
* Fitness assessment
* Strategizing
* Measurement and feedback
* Planning
* ID barriers / Troubleshoot

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| **Heather Main, M.Ed. of Main Wellness Works**  Fitness, Stress Management, Yoga, Exercise Motivation, Nutrition, Living Life in Balance and Strategies for Successful Behavior Change for workplaces and individuals since 1989. Find Main Wellness Works on Facebook. |  |