

# EVIDENCE-BASE FOR SOUND WORKPLACE WEIGHT LOSS PROGRAMS

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# WHY TARGET THE WORKPLACE?

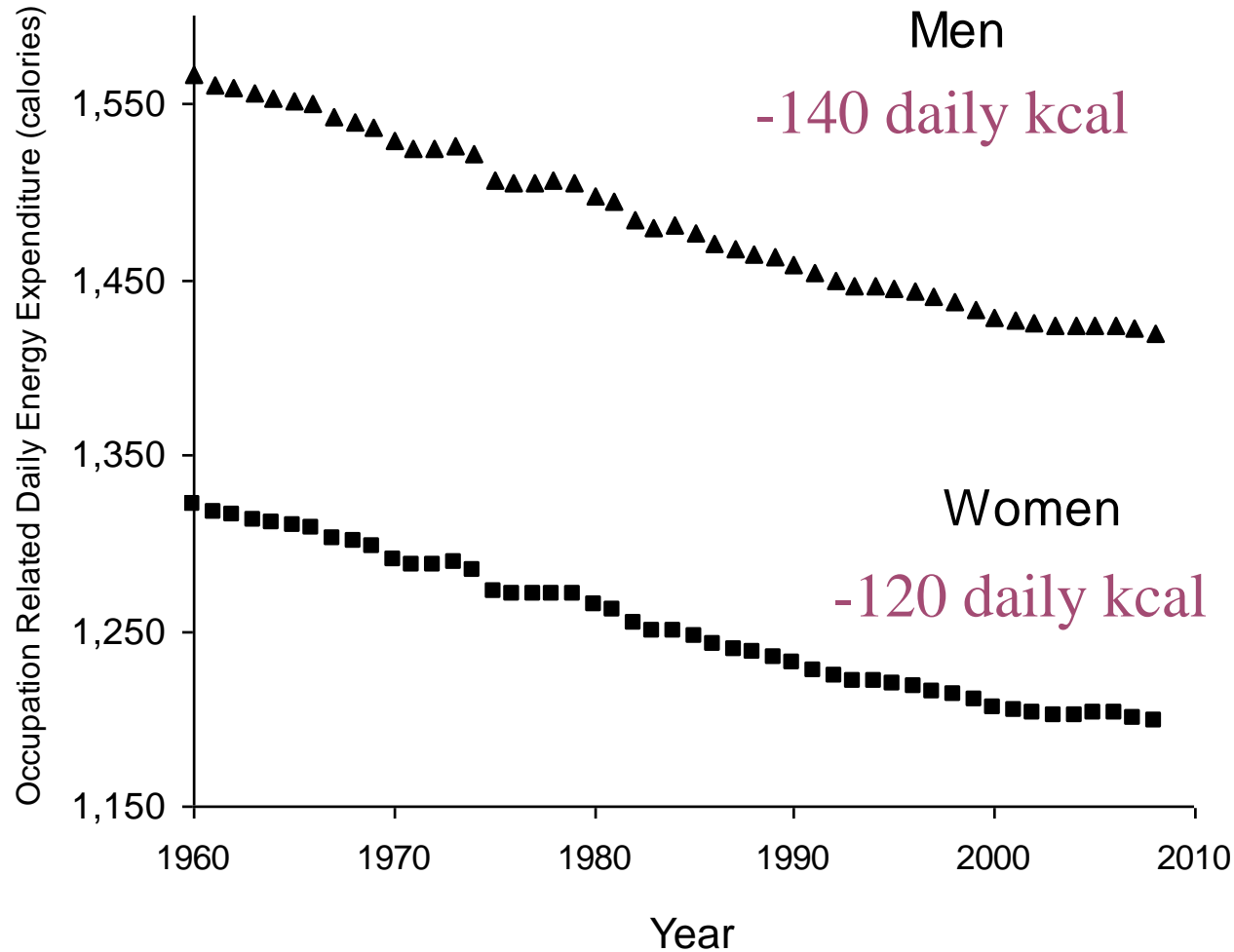
- Many of the health concerns that face Americans today are **preventable or manageable**.
- 75% of employers' health care costs and productivity losses are related to **employee lifestyle choices**.
- ~70% of U.S. adults are employed full or part-time – thus, they spend a large amount of time at the workplace

# HOW ARE EMPLOYERS TRYING TO ADDRESS OBESITY IN THE WORKPLACE?

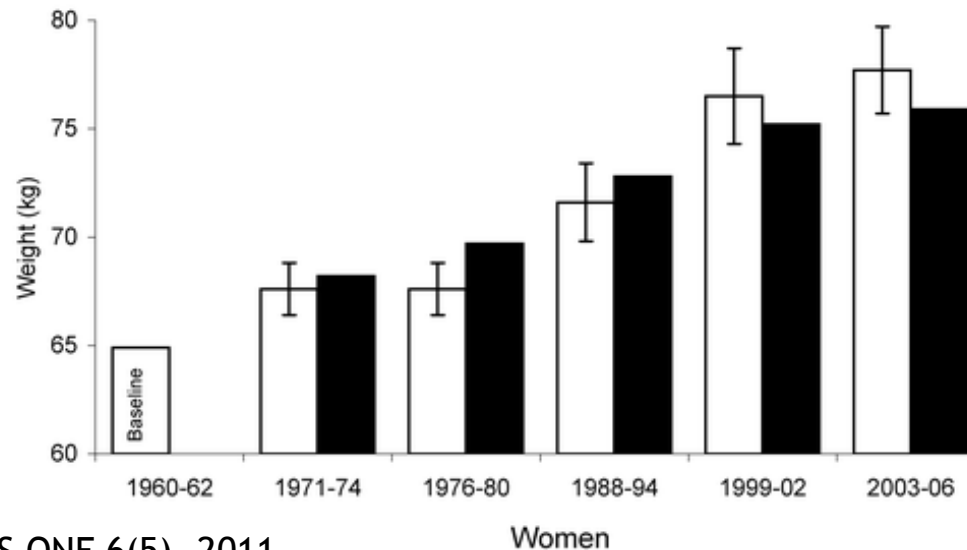
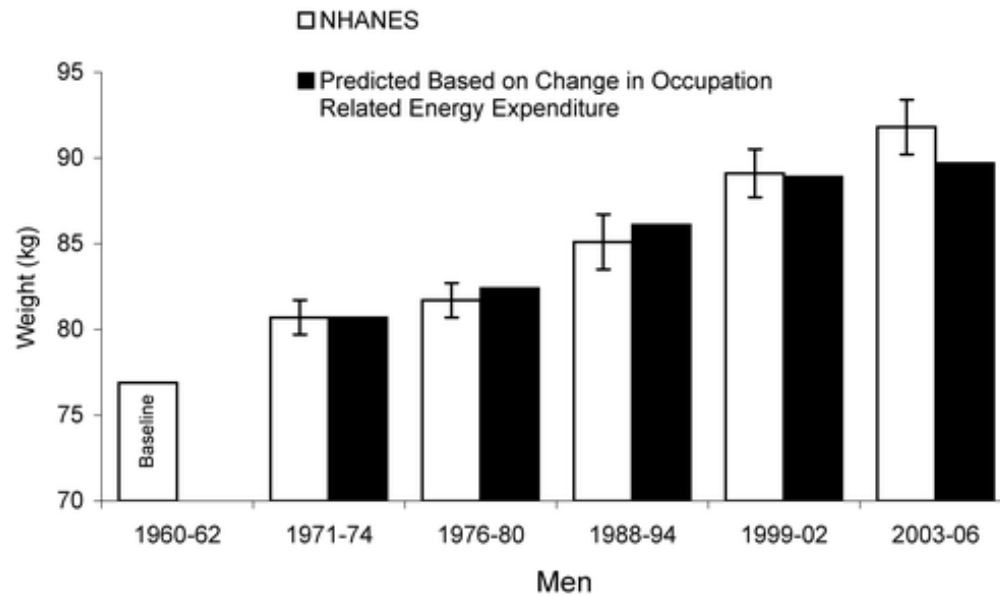
- ◉ Worksite physical activity programs
- ◉ Wellness or weight loss coaching (phone, web, SMS)
- ◉ Onsite weight loss programs or groups
- ◉ Financial incentives/premium differentials

# WORKSITE PHYSICAL ACTIVITY PROGRAMS

# DAILY OCCUPATIONAL CALORIC EXPENDITURE



# PREDICTED VS ACTUAL WEIGHT

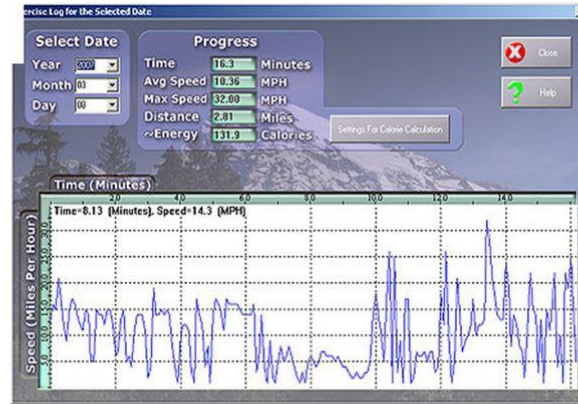


# WORKSITE ACTIVITY PROGRAMS

A



B



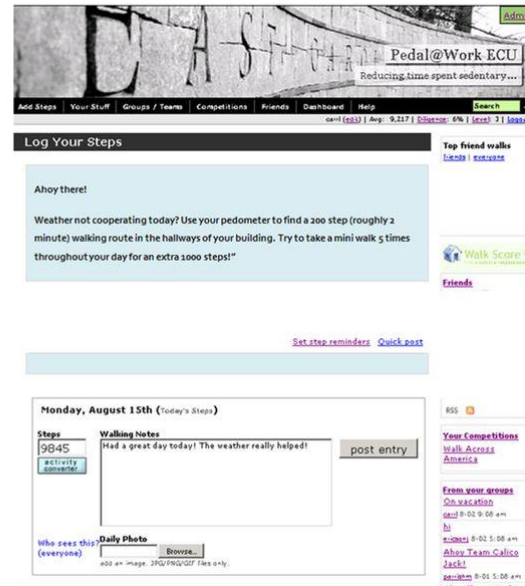
C

Reset Time: 00:01:06 Distance: 0.23 Calories: 8.2

D



E



Pedal@Work ECU

Reducing time spent sedentary...

Log Your Steps

Ahoy there!

Weather not cooperating today? Use your pedometer to find a 200 step (roughly 2 minute) walking route in the hallways of your building. Try to take a mini walk 5 times throughout your day for an extra 1000 steps!

Monday, August 15th (today's Steps)

Steps: 9845

Walking Notes: Had a great day today! The weather really helped!

Who sees this: (everyone)

Daily Photo

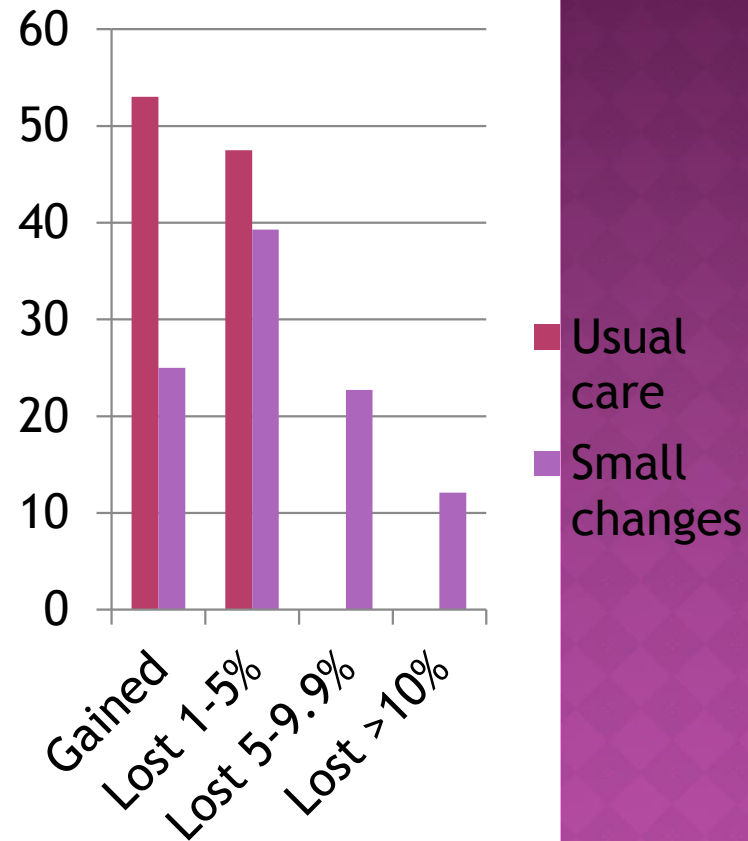
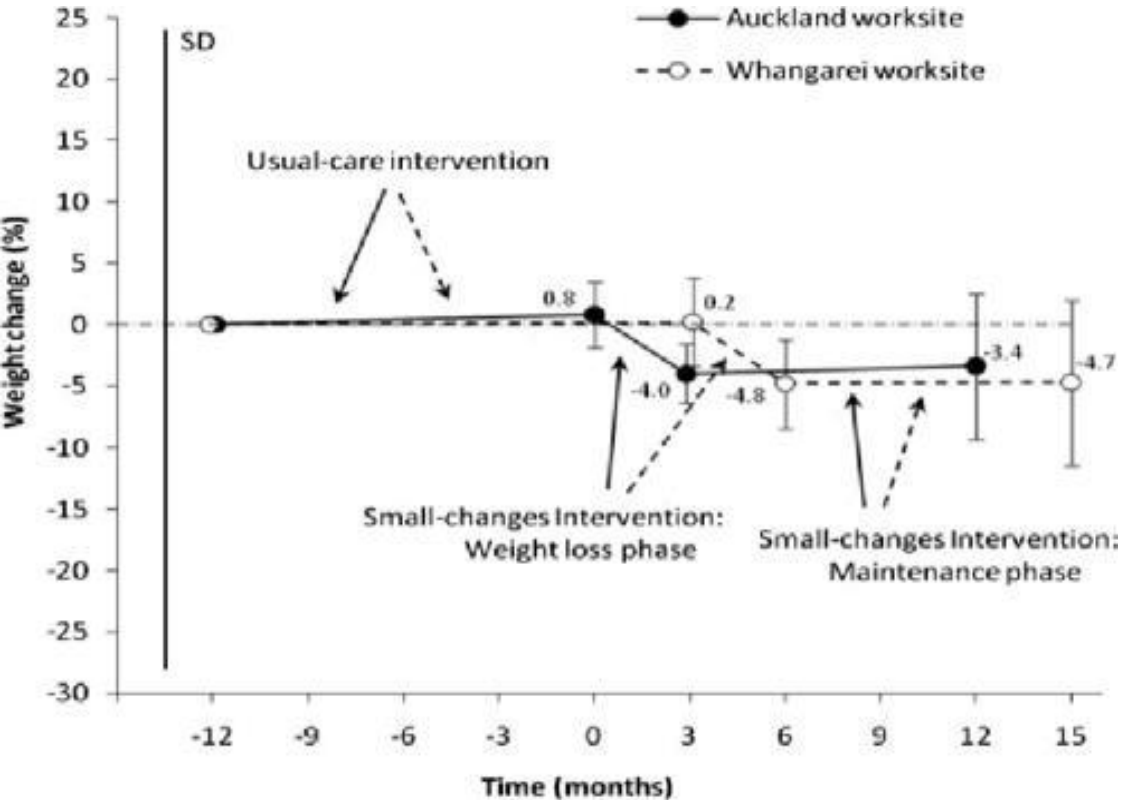
# WORKSITE ACTIVITY PROGRAMS

- ◉ Pedometer programs and physical activity competitions produce short-term changes in activity
- ◉ Environmental changes (e.g. stairwell modifications) produce small, but significant, effects on activity
- ◉ *But, in general, activity programs do not produce weight loss*
  - *Little impact on employer healthcare costs.*

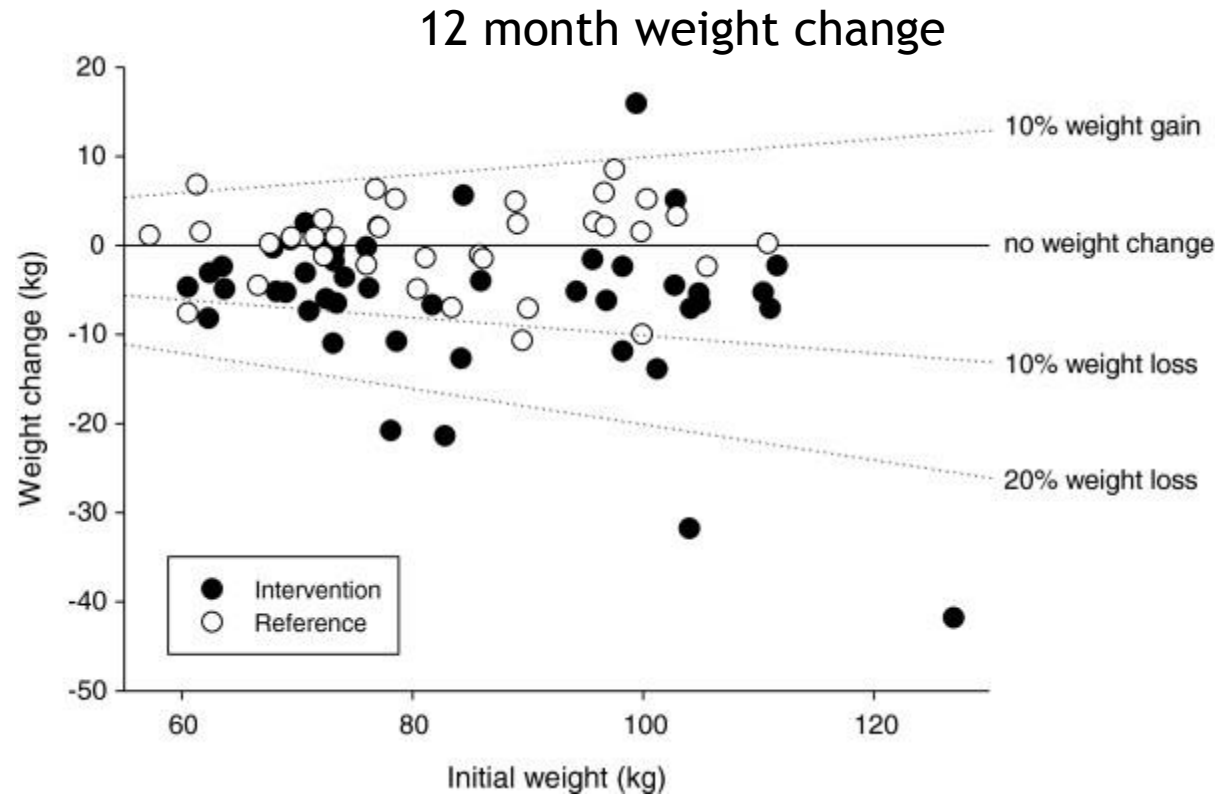


# WORKSITE GROUP PROGRAMS AND COACHING

# IMPACT OF “SMALL CHANGES” WORKSITE INTERVENTION



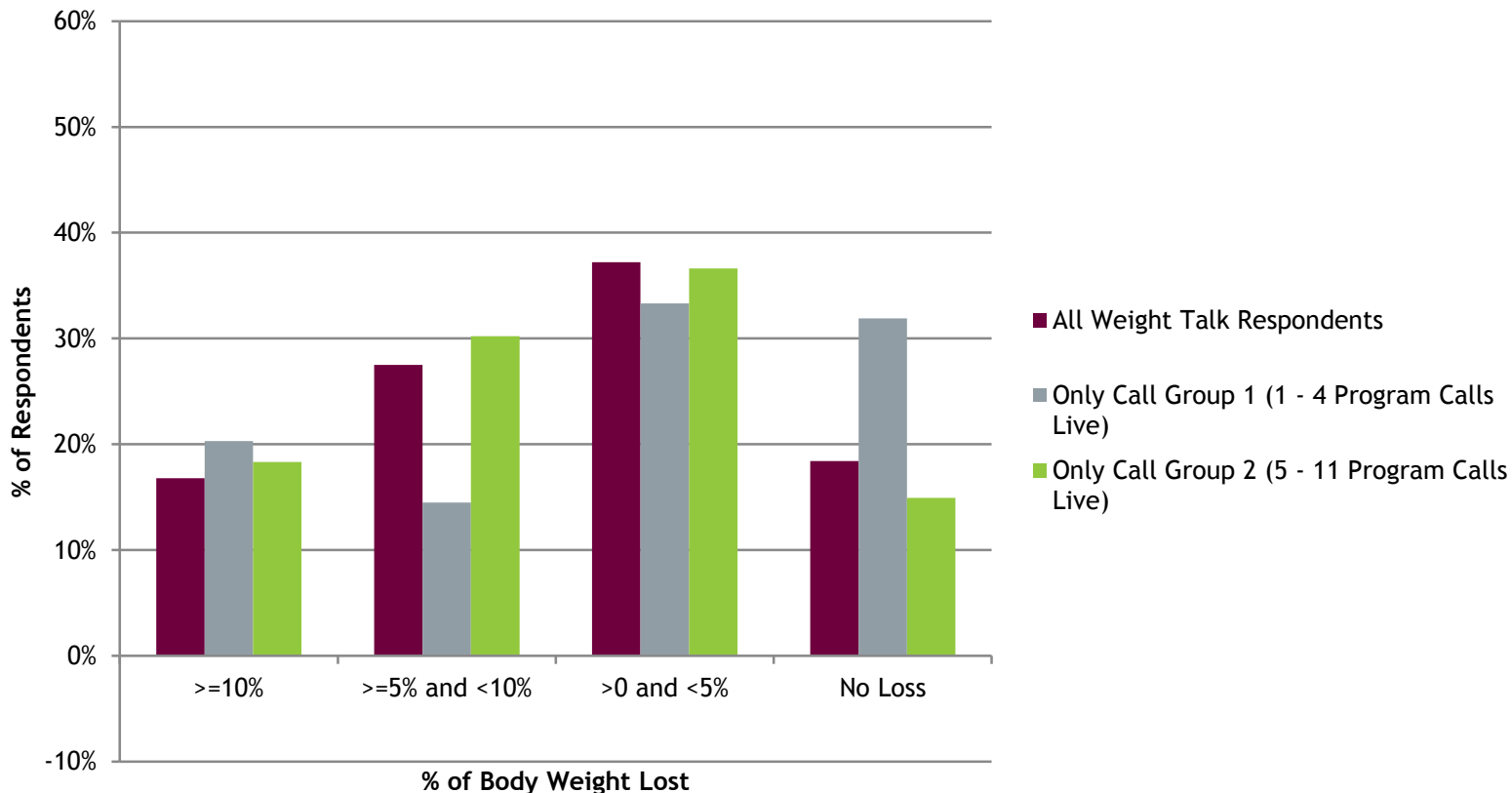
# FINALE HEALTH STUDY



The intervention consisted of diet, physical exercise and cognitive behavioral training during working hours 1 hr/week in female health workers. Average loss in intervention group at 12 mo was 6 kg.

# 6 MONTH OUTCOMES OF A COMMERCIAL WORKSITE WEIGHT LOSS PROGRAM

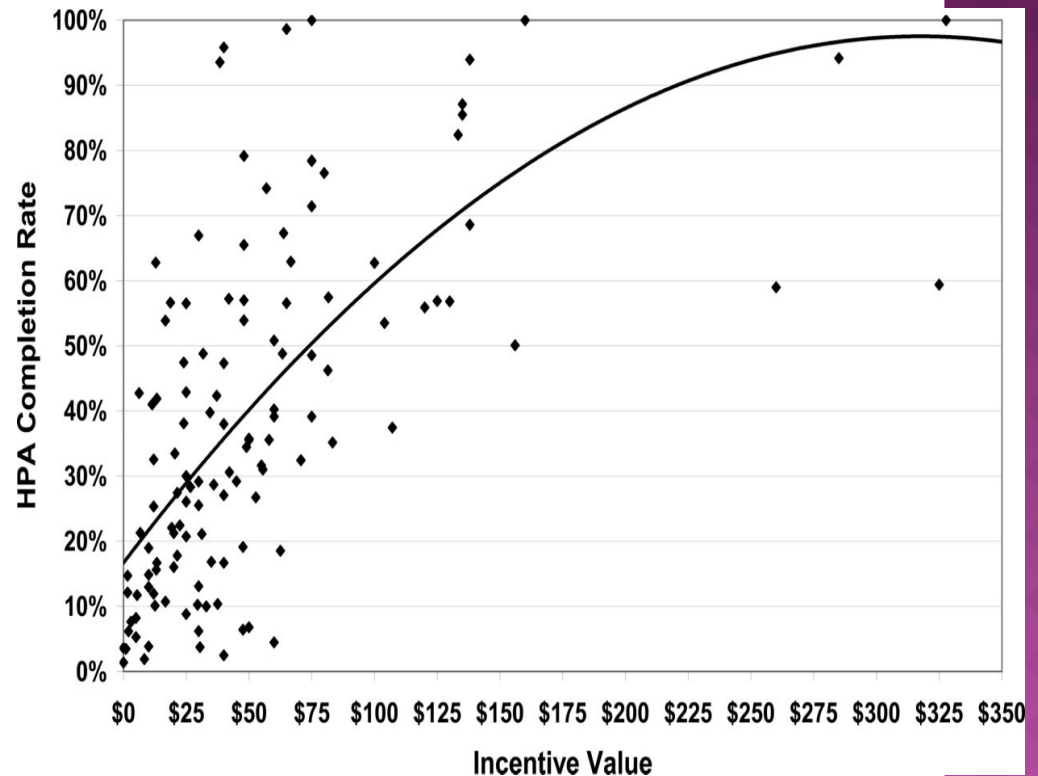
- 75% of participants lost weight
- Participants lost an average of 4.9% of their starting weight
- Participants who completed all 11 program calls lost 7.2% of their starting weight



# DO FINANCIAL INCENTIVES WORK?

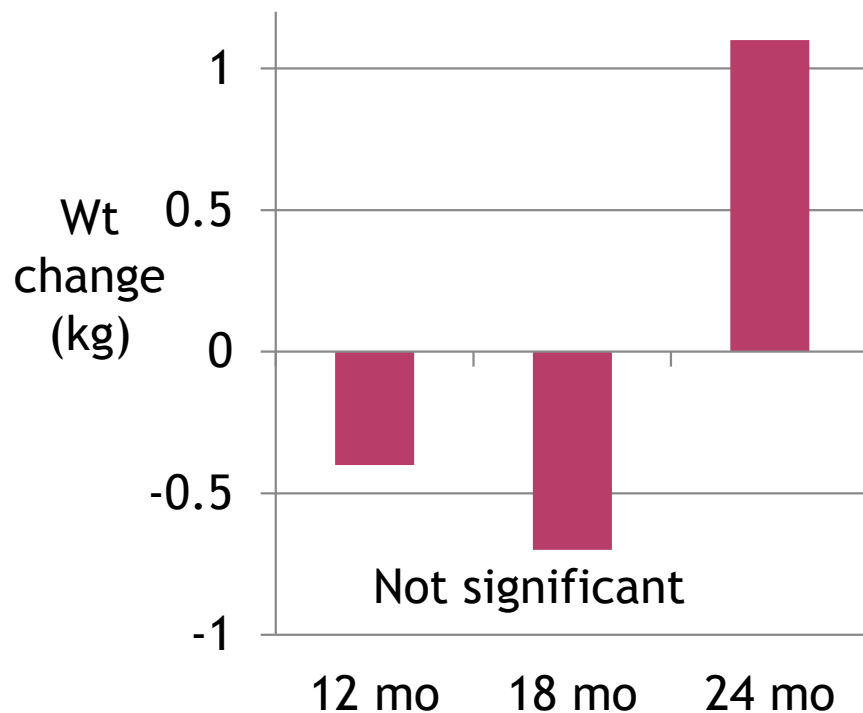
# INCENTIVES WORK FOR SIMPLE OR 1-TIME BEHAVIORS

- Analysis of 124 employers, over 800K employees
- Strongest predictors of completion were value of incentive & communications/org commitment



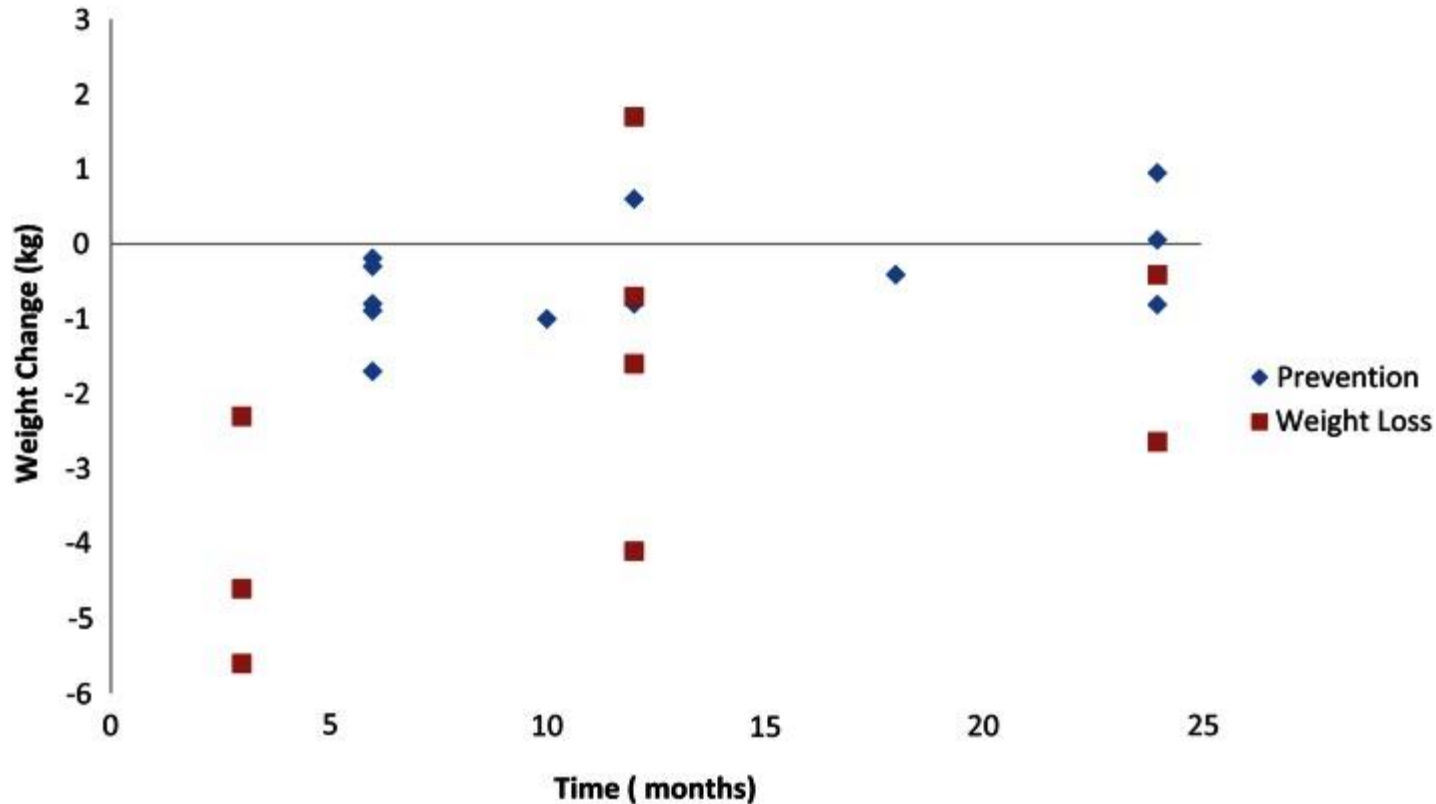
# INCENTIVES DON'T WORK FOR COMPLEX OR LONG-TERM BEHAVIORS

WMD from  
no-incentive control in  
9 studies



- Incentives only work short-term (3-6 mo)
- Larger incentives and group incentives may work better
- Incentives may undermine intrinsic motivation
- More research is needed...

# REVIEW: WORKSITE WEIGHT MANAGEMENT PROGRAMS





“The causes of low weight loss in most worksite interventions is not known, but one possible explanation may be the relatively strong focus on environmental factors rather than individual-level behavior changes.”

*Susan Robert and Nancy Krebs  
Advances in Nutrition, 2012*

IS WEIGHT BIAS A FACTOR  
IN THE RELATIVELY  
MODEST SUCCESS OF  
WORKPLACE  
INTERVENTIONS?

# SUMMARY

- ◉ Worksite based weight loss programs can generate results, but often the results are modest
- ◉ Programs that focus only on prevention, environmental changes, or physical activity get the poorest outcomes in terms of weight change.
- ◉ Programs that provide more intensive weight loss coaching can drive meaningful outcomes (>5% weight loss) in a significant percent of the population.