

# ON THE MOVE

10 evidence-based methods to encourage physical activity among employees

- 1 MULTICOMPONENT INTERVENTIONS:** Design comprehensive wellness programs that encompass education about the benefits of physical activity, motivational programs like group fitness classes, access to fitness facilities, and policies such as flexible work hours.
- 2 PHYSICAL ACTIVITY BREAKS:** These can include simple team-wide stretching breaks every hour, or more organized activities like group walks around the building or the block.
- 3 ACTIVE COMMUTING:** Offer facilities such as secure bike racks and shower/locker rooms for employees who cycle or run to work and promote “bike to work” or “walk to work” days. Subsidized or discounted public transport passes can also encourage active commuting.
- 4 ACCESS TO FITNESS FACILITIES:** Provide an on-site gym. If this is not feasible, consider partnering with fitness centers or gyms to provide discounted memberships for employees.
- 5 SOCIAL EVENTS:** Organize events outside of work that promote physical activity. Activities that employees of all fitness levels can enjoy, such as disk golf, walks, or tours of art galleries, are great options, as are more traditional activities such as softball or bowling teams.
- 6 FLEXIBLE HOURS:** Flexible schedules give employees time for exercise. This could mean allowing employees to start and finish work at different times, or take longer lunch breaks.
- 7 ACTIVE MEETINGS:** Replace some sit-down meetings with walking meetings. Even stand-up meetings can provide a break from sitting and stimulate more dynamic discussion.
- 8 SIT-STAND DESKS:** Consider sit-stand desks for your employees. These allow workers to alternate between sitting and standing, reducing sedentary time and promoting movement.
- 9 ORGANIZATIONAL CULTURE:** Develop policies that support physical activity, such as time off for exercise, and foster a culture that values health. This could involve sharing stories of employees who engage in physical activity or promoting health through communications.
- 10 LEADERSHIP ENGAGEMENT:** Leaders should be role models, participating in physical activity initiatives and communicating the importance of exercise for well-being and productivity.



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For even more information and specific tips for moving more, see IWIL's Physical Activity Guide from our 2023 Well Being Week in the Law ([tinyurl.com/3junhf9z](https://tinyurl.com/3junhf9z)).