



# Types of Worksite Wellness Activities

A comprehensive worksite wellness initiative will include all the following components: Awareness, education, behavior change, and policy and environmental change. Depending on your worksite's needs, resources, and vision, you may choose to initially focus on one or two components and slowly work toward a comprehensive worksite wellness program over time.

## Awareness

Awareness interventions bring health topics to light that employees may not have considered. They highlight key facts and health-promoting behaviors. Examples include:

- Activity, movement, or stretching challenges
- Preventive health screenings

## Education

Education interventions are more formal than awareness programs and can include classes, presentations, or written materials. Education programs can get more in-depth on a particular topic and can provide skill-building activities. Examples include:

- On-site or virtual cooking classes
- Strength training guides

## Behavior Change

Behavior change interventions include evidence-based programs, activities, and information designed to support employees in adopting behaviors that will lead to better health. These programs can take more time or resources but can be more effective than awareness or education interventions alone.

Examples include:

- Chronic condition self-management programs
- Tobacco cessation classes

## Policy and Environmental

Policy and environmental interventions are often the most effective because they ultimately impact the highest percentage of employees, more than any other intervention alone. These changes take more time and planning, and they require a strong communication plan. Examples include:

- Tobacco- and vape-free campus policy
- On-site gardens or Community Supported Agriculture (CSA) deliveries
- On-site bike racks, showers, or exercise facilities
- Break areas with refrigerators and microwaves for employees to bring their own food