

PHYSICAL FITNESS AND EXERCISE PROGRAMS IN THE WORKPLACE

Physical fitness and exercise programs in the workplace are becoming increasingly popular as employers recognize the benefits of promoting employee well-being and productivity. Implementing such programs can improve overall fitness levels, reduce stress, enhance team building, and create a positive work environment. Here are some physical fitness and exercise programs commonly seen in workplaces:

1. **On-site fitness center/gym:**

Setting up a dedicated fitness facility within the workplace provides employees with convenient access to exercise equipment, such as cardio machines, weights, and exercise classes.

2. **Fitness classes:** Offering fitness classes during lunch breaks or after work hours can encourage employees to engage in physical activity. Classes like yoga, Pilates, Zumba, or aerobics can cater to various interests and fitness levels.

3. **Walking or running groups:** Encouraging employees to form walking or running groups promotes cardiovascular health and creates a sense of camaraderie. These groups can organize regular walks or runs during breaks or after work.

4. **Standing desks and active workstations:** Providing standing desks or adjustable workstations allows employees to alternate between sitting and standing throughout the day. Treadmill

desks or stability balls as chairs can also encourage movement and improve posture.

5. **Wellness challenges:**

Organize wellness challenges or competitions within the workplace, such as step-count challenges, weight loss challenges, or team sports tournaments. These initiatives foster healthy competition and motivate employees to stay active.



6. **Stretching or mindfulness breaks:**

Encouraging short breaks throughout the workday for stretching exercises or mindfulness activities can alleviate physical and mental strain, promoting focus and productivity.

7. **Bike commuting incentives:**

Encourage employees to cycle to work by offering incentives such as bike parking, shower facilities, or subsidies for bike purchases. This promotes physical activity while reducing carbon emissions.

8. **Lunchtime sports or games:**

Organize sports activities or games during lunch breaks, such as basketball, soccer, or table tennis. This not only encourages physical activity but also

provides opportunities for team building and stress relief.

9. **Health education and workshops:**

Arrange educational sessions on various health topics, such as nutrition, stress management, or ergonomics. These workshops can provide employees with practical knowledge and resources to make healthier choices.

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10. **Employee assistance programs:**

Offer access to professional assistance programs that provide personalized guidance on fitness, nutrition, and mental well-being. These programs can include counseling, coaching, or online resources.

When implementing workplace fitness and exercise programs, it is essential to consider the diverse needs and preferences of employees. Surveying employees to gauge their interests and preferences can help tailor the programs to suit their needs. Additionally, providing incentives, rewards, and recognition for participation can further motivate employees to engage in physical fitness activities.



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