

# Designing Your Workplace for Wellness Wins

Occupational Health Psychology Summer Institute  
July 14, 2016



# BLUE ZONES AREAS

LOMA LINDA  
CA, USA

NICOYA  
COSTA RICA

SARDINIA  
ITALY

IKARIA  
GREECE

OKINAWA  
JAPAN

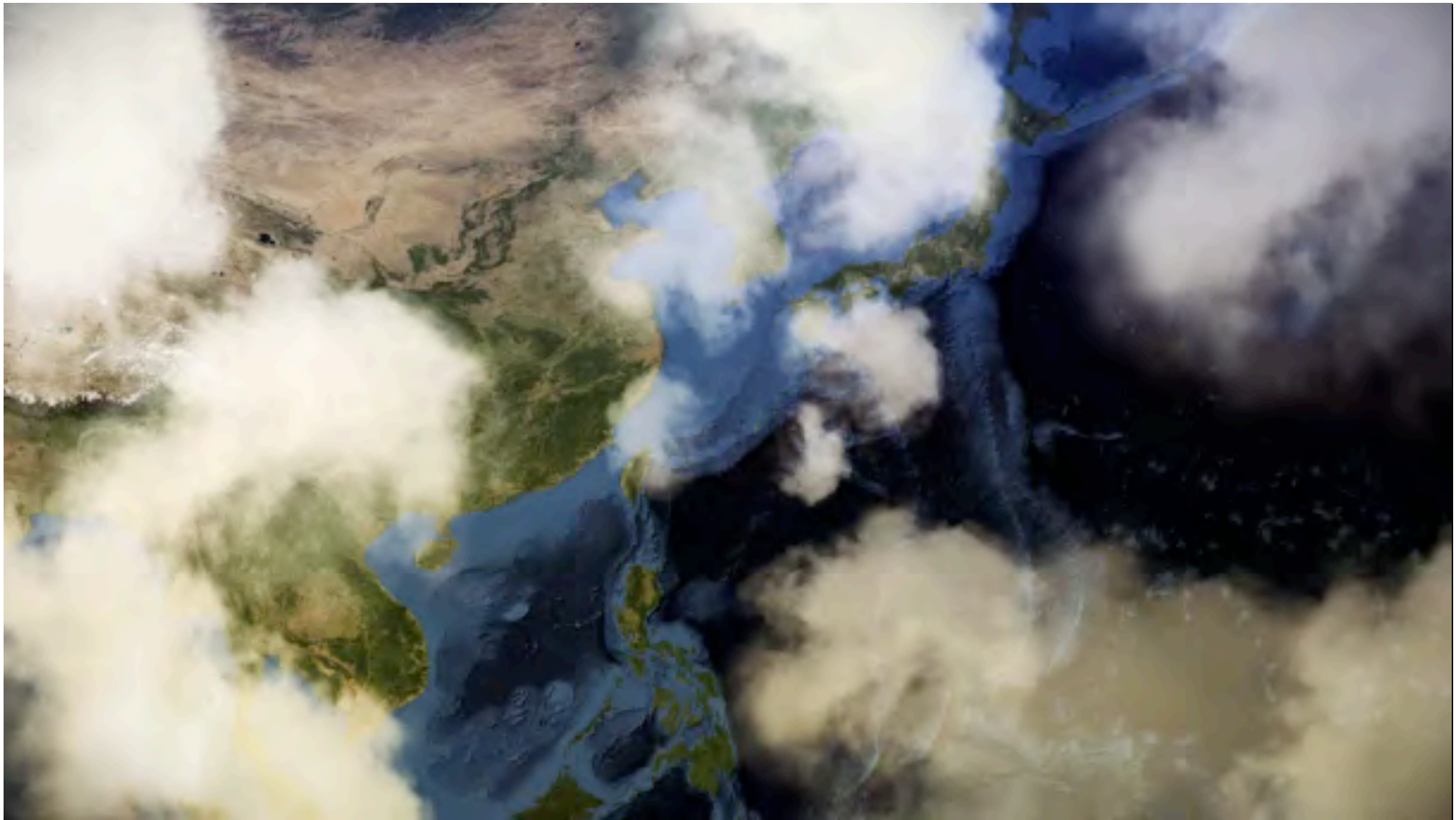












# OKINAWA'S LONGEVITY PROFILE

- Longest disability-free life expectancy in the world
- Live seven good years longer than average Americans
- Five times as many centenarians
- One fifth the rate of breast and colon cancer
- One sixth the rate of cardiovascular disease

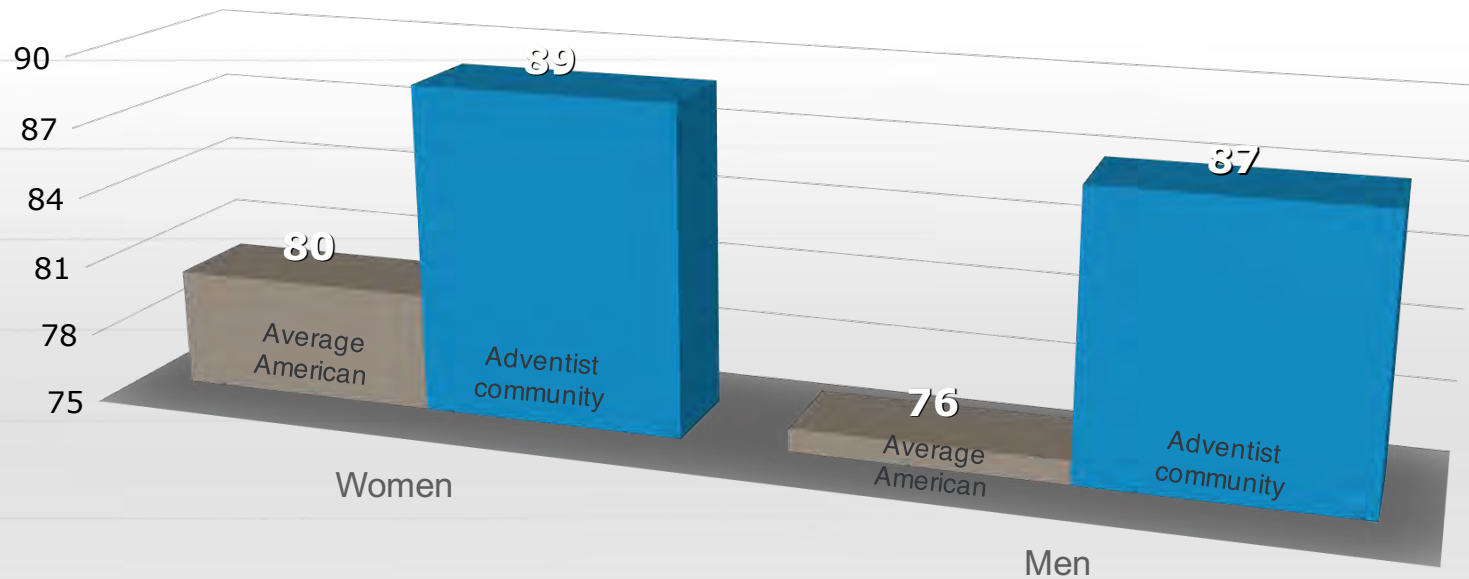




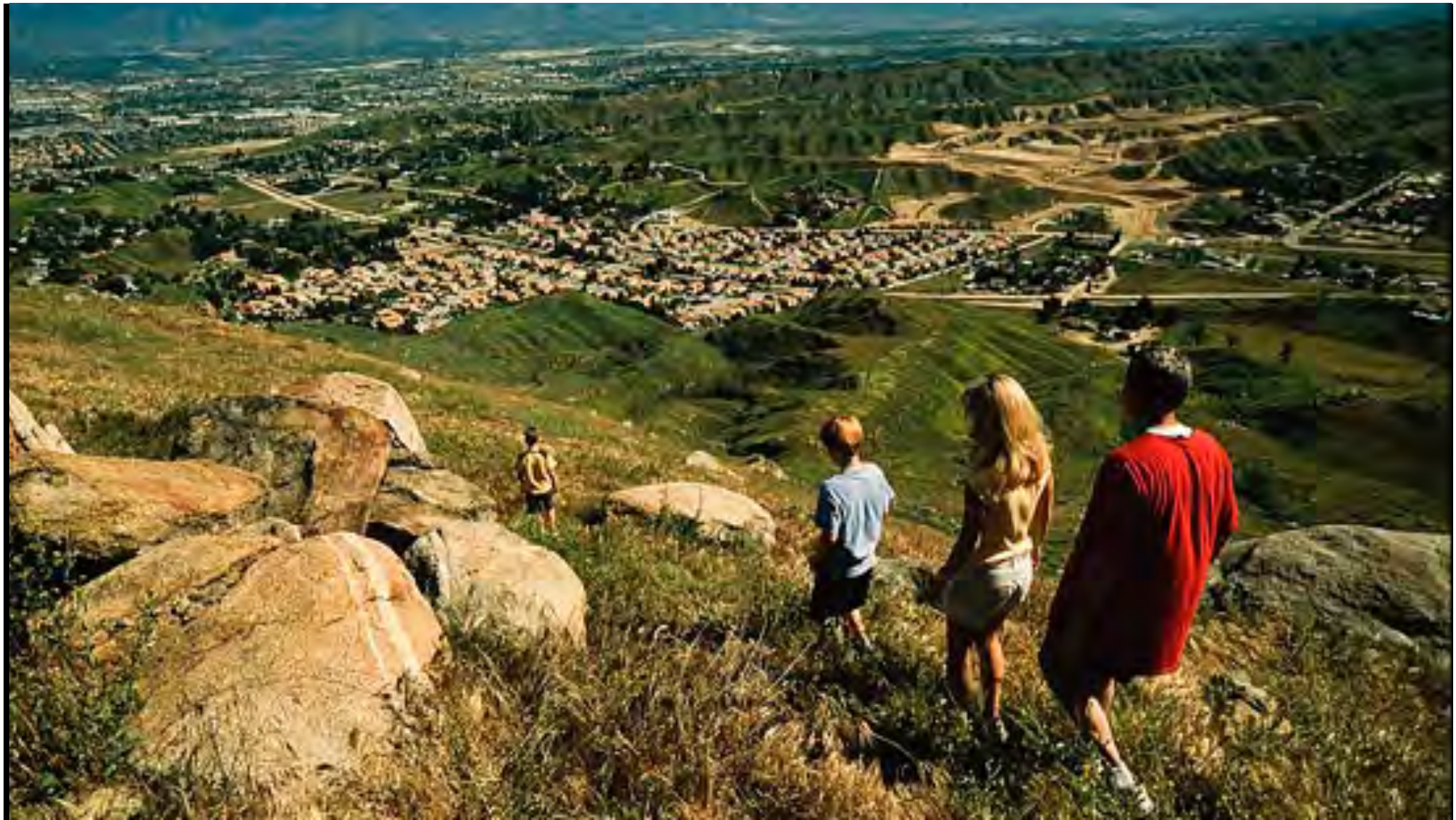




# ADVENTIST LONGEVITY



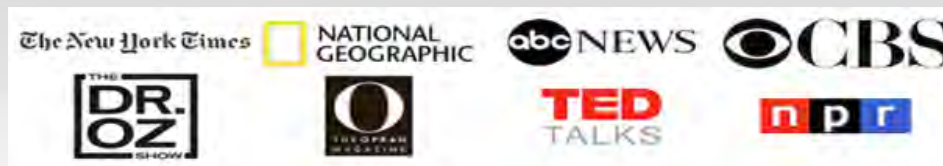
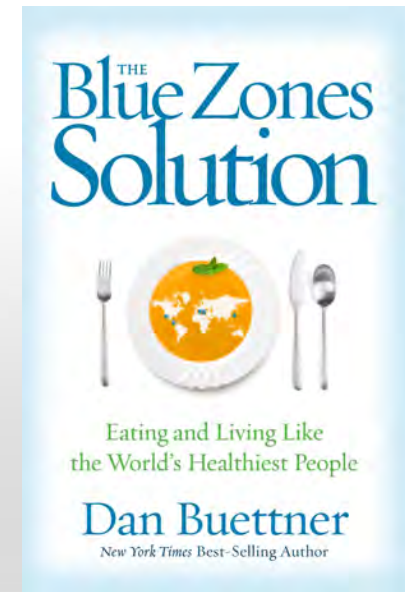
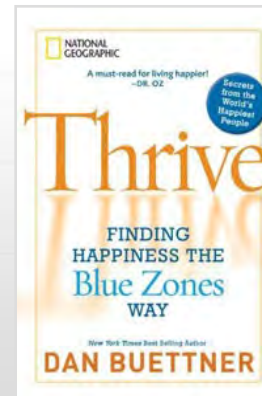
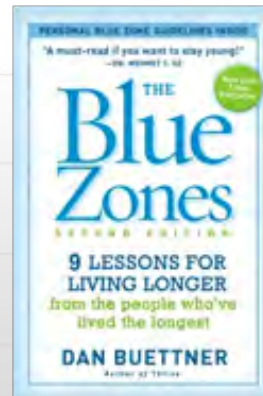








# Blue Zones Project Awareness





## Move Naturally

## Right Outlook

- Downshift
- Sense of Purpose

## Eat Wisely

# The Power 9

Wine @ 5  
Plant Slant

Lessons for Living Life Longer, Better

- 80% Rule

## Connect

- Loved Ones First
- Belong
- Right Tribe



# LIFE RADIUS



# LIFE RADIUS



5 MILES



# LIFE RADIUS

INDIVIDUAL



PLEDGE



5 MILES

# LIFE RADIUS

INDIVIDUAL



5 MILES

# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING



5 MILES



# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI

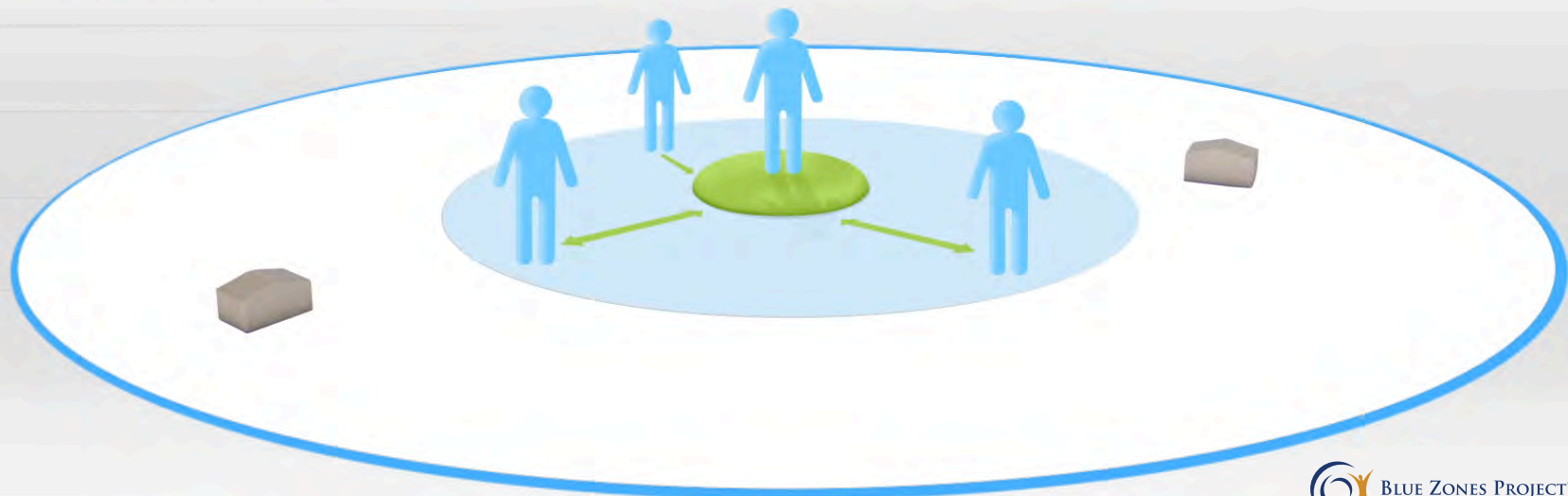


PURPOSE/  
VOLUNTEERING

## PLACES



STORES



5 MILES

# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING

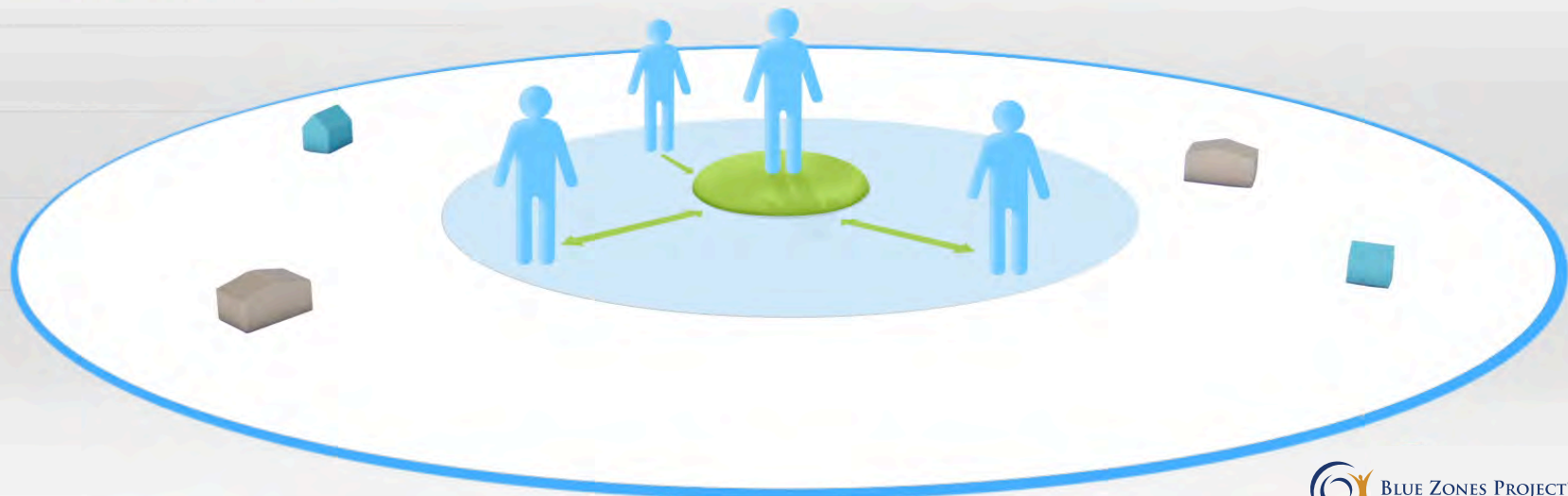
## PLACES



STORES



WORKPLACE



5 MILES

# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING

## PLACES



STORES



WORKPLACE



RESTAURANT



5 MILES



# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING

## PLACES



STORES



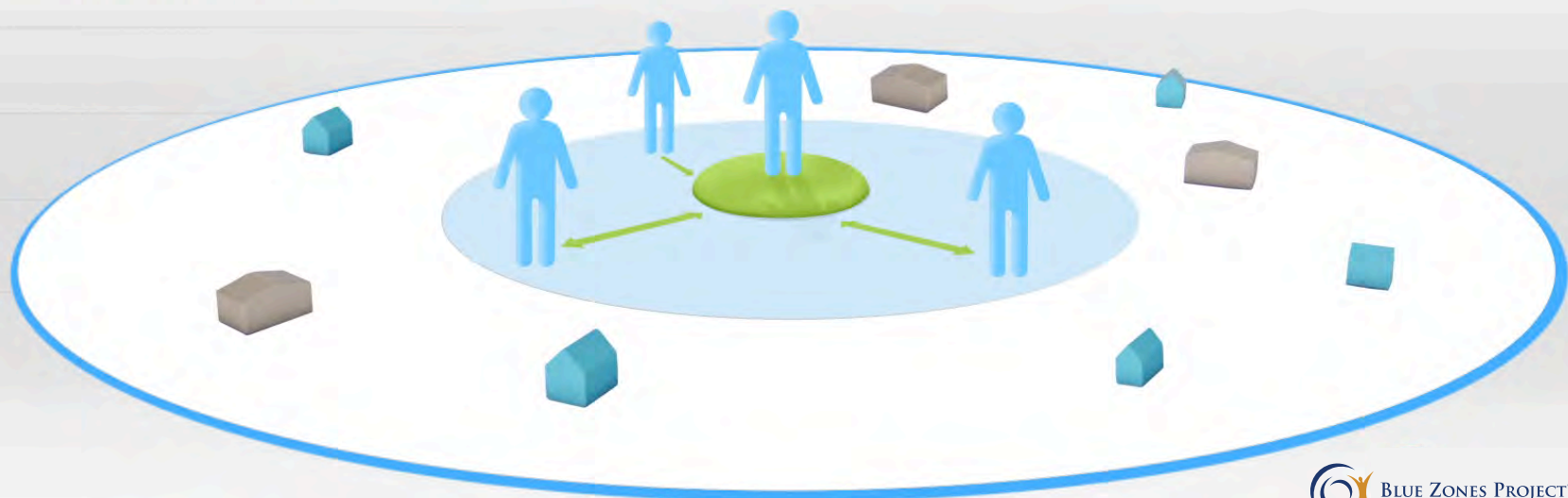
SCHOOL



WORKPLACE



RESTAURANT



5 MILES

# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING

## PLACES



STORES



WORKPLACE



RESTAURANT



SCHOOL



FAITH



5 MILES

# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING

## PLACES



STORES



WORKPLACE



RESTAURANT



SCHOOL



FAITH

## POLICY



FOOD



5 MILES



# LIFE RADIUS

## INDIVIDUAL



PLEDGE



MOAI



PURPOSE/  
VOLUNTEERING

## PLACES



STORES



WORKPLACE



RESTAURANT



SCHOOL



FAITH

## POLICY




FOOD



TOBACCO



5 MILES



A stylized map of Nebraska, colored in a solid olive green. The map shows the state's outline with thin black lines for its borders. A blue location pin is placed in the central-eastern part of the state. A white callout box with a blue border points to the pin. To the northeast of the pin, there is a blue area representing a body of water, likely Lake Michigan. The map is presented in a slightly curved, perspective view.

**Albert Lea**  
pop. 18,000











Newsweek

February 15, 2010

# Crimes of the Heart

IT'S TIME SOCIETY STOPPED REINFORCING THE BAD BEHAVIOR THAT LEADS TO HEART DISEASE—AND PURSUED POLICIES TO PREVENT IT. BY WALTER C. WILLETT AND ANNE UNDERWOOD

Until last year, the residents of Albert Lea, Minn., were no healthier than any other Americans. Then the city became the first American town to sign on to the AARP/Blue Zones Vitality Project—the brainchild of writer Dan Buettner, whose 2008 book, *The Blue Zones*, detailed the habits of the world's longest-lived populations. Good

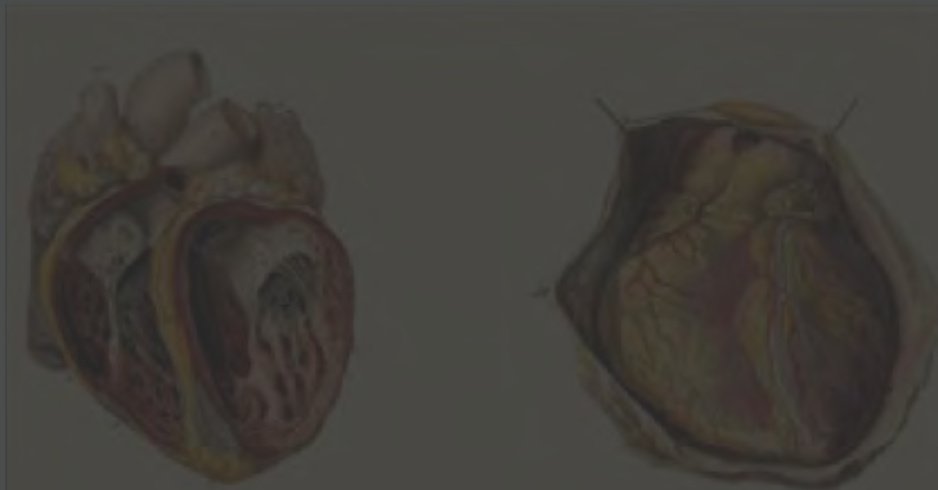
their menus. Schools banned eating in hallways (reducing the opportunities for kids to munch on snack food) and stopped selling candy for fundraisers. (They sold wreaths instead.) More than 2,600 of the city's 18,000 residents volunteered, too, selecting

accrue solely to volunteers. Thanks to the influence of social networks, says Buettner, "even the curmudgeons who didn't want to be involved ended up modifying their behaviors."

Isn't it time we all followed Albert Lea's example? Diet and exercise pro-

we live favors unhealthy behaviors. In 2006, cardiovascular disease cost \$403 billion in medical bills and lost productivity. By 2025 an aging population is expected to drive up the total by as much as 54 percent. But creative government programs could help forestall the increases—and help our hearts, too. A few suggestions:

Require graphic warnings on cigarette packages. It's easy to disregard a black-box warning that smoking is "hazardous to your health."





# RESULTS

PILOT PROGRAM  
ALBERT LEA, MN

# 51%

OF LARGE EMPLOYERS PARTICIPATED

# -20%

ABSENTEEISM



# RESULTS

PILOT PROGRAM  
ALBERT LEA, MN

COLLECTIVE WEIGHT LOSS

**7280**  
**POUNDS**



# RESULTS

PILOT PROGRAM  
ALBERT LEA, MN

CITY WORKER'S HEALTH CARE COSTS

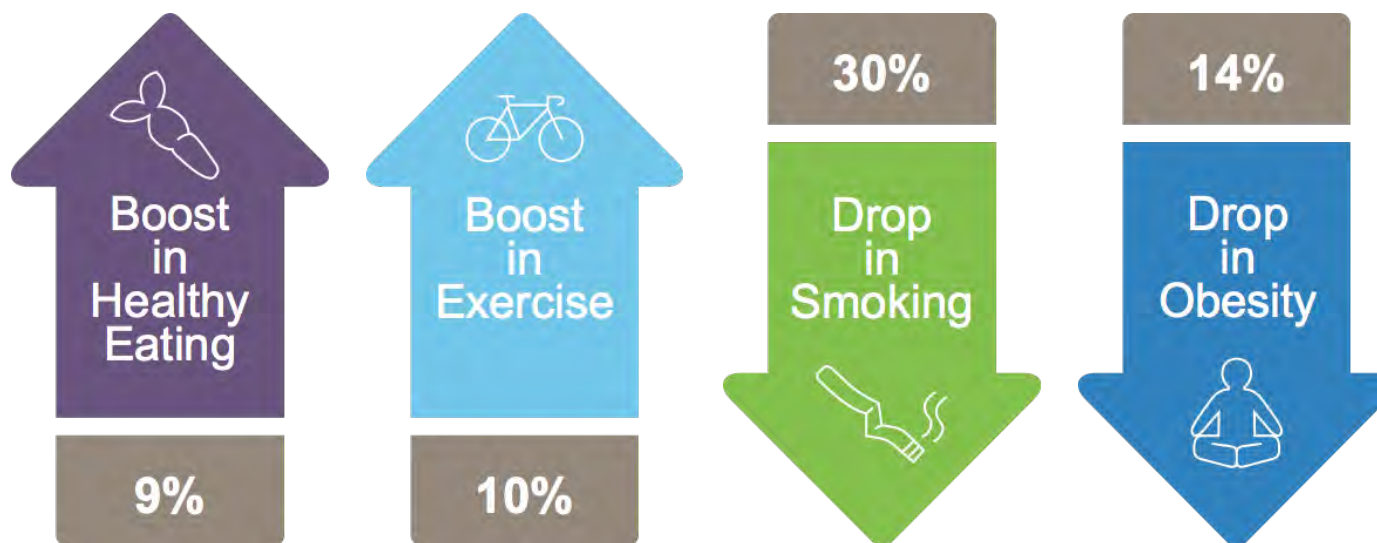
DROPPED

40%





# Blue Zones Project Beach Cities Results





# Blue Zones Project Iowa Results



# Blue Zones Project





# What's happening in Oregon?






Worksites

# What We Offer

- Tailored best practices for worksites
- Measurement tools
- Checklists and guides
- Motivational materials and activity support
- Certification assistance



**BEST PRACTICES**

	Currently Doing	Points	Will Do
<b>LEADERSHIP</b>			
1. Communicate aggregate company well-being metrics to all employees annually.	<input type="checkbox"/>	3	<input type="radio"/>
2. Support an employee-led well-being advisory committee (meets regularly at least four times a year).	<input type="checkbox"/>	3	<input type="radio"/>
3. Offer to all employees a personality assessment such as Myers-Briggs, True Colors, or StrengthsFinder to support communication between management and employees.	<input type="checkbox"/>	3	<input type="radio"/>
4. Train leaders to encourage the use of walking and/or standing meetings (one-on-one meetings and larger group meetings when possible).	<input type="checkbox"/>	2	<input type="radio"/>
<b>PURPOSE</b>			
5. Prominently display the organization's vision, mission and values in a public place, include it in the employee handbook, and communicate it to employees at least once a year.	<input type="checkbox"/>	3	<input type="radio"/>
6. Organize or promote a purpose workshop that supports employees to articulate and connect with their own personal purpose.	<input type="checkbox"/>	3	<input type="radio"/>
7. Adopt a formal policy that supports employee volunteer activities within the community in which they live (both during work and outside of work hours).	<input type="checkbox"/>	2	<input type="radio"/>
<b>HABITAT/PHYSICAL ENVIRONMENT</b>			
8. Improve the cafeteria food environment by completing 50 percent of the points possible in the Blue Zones Project® Restaurant Pledge.	<input type="checkbox"/>	5	<input type="radio"/>
9. Ensure that at least 50 percent of food & beverage options in vending machines meet the Blue Zones Food Guidelines (Individuals).	<input type="checkbox"/>	3	<input type="radio"/>
10. Complete the Ergonomic Checklist to ensure that office and non-office-based employees have safe and comfortable ergonomic equipment.	<input type="checkbox"/>	3	<input type="radio"/>
11. Ensure that meeting rooms, workstations, and private office furniture provides flexibility to choose to stand or sit and work.	<input type="checkbox"/>	2	<input type="radio"/>
12. Support micro-breaks to stretch every hour, either prompted by software or other workplace cues.	<input type="checkbox"/>	2	<input type="radio"/>



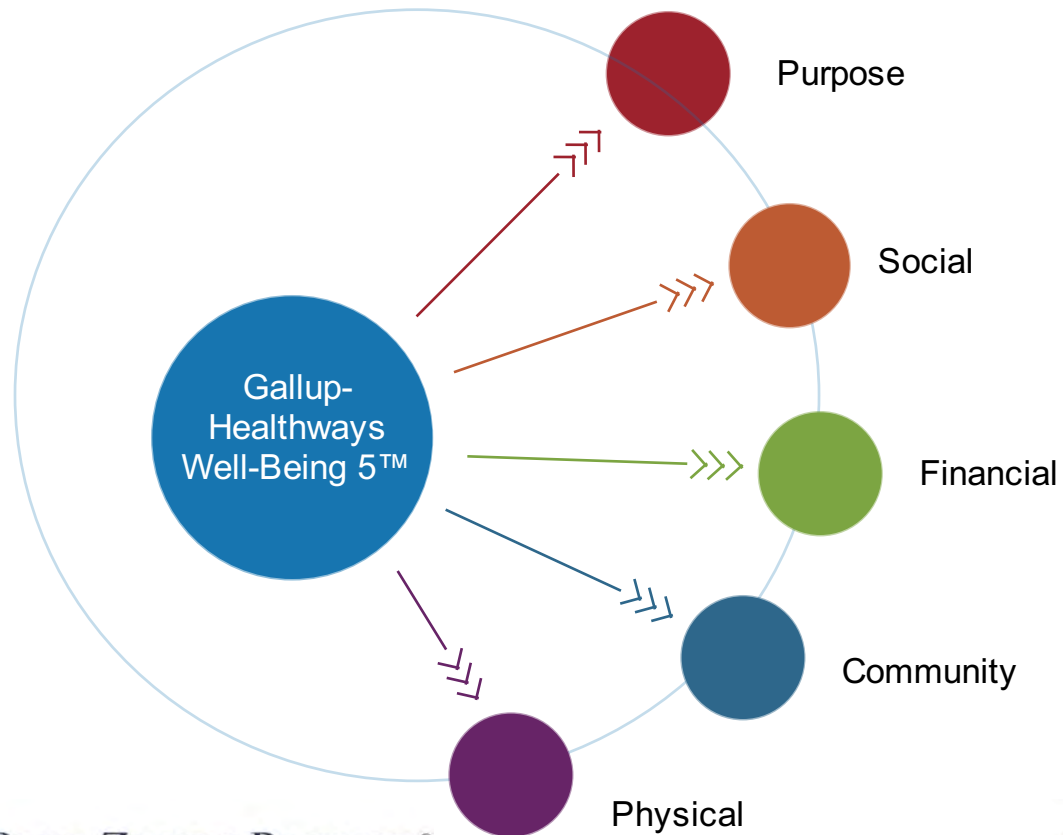


# VITALITY COMPASS<sup>®</sup>

<https://apps.bluezones.com/vitality/>



# Measuring Well-Being Improvement



# Results - Iowa

- City of Spencer, IA
  - Reduced worker healthcare claims by **20%**
  - **49%** of employees reduced Metabolic Syndrome risk factors by 1 or 2 factors
  - Average reductions per employee:
    - Waist circumference: **3 inches**
    - Triglycerides: **7 points**
    - Total cholesterol: **4 points**
    - Weight: **4 pounds**





# Results - Nationwide

- **California manufacturer:**
  - Worker's compensation claims: decreased from \$360,000 to \$12,000 over a two-year period
- **Minnesota consulting company:**
  - 38% ↑ in new clients
  - 9.5% ↓ in attrition

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