



Supporting a culture of health:

Resources for your employee well-being program



Welcome to your healthy living toolkit

This toolkit is designed to support a culture of workplace health and provide you with a foundation for your organization's employee well-being program. Whether you're looking to help your employees make healthy choices around the holidays or ensure they're thriving year-round, this no-cost program can help you encourage lasting lifestyle changes. Reduce stress, build healthier habits that continue at home, and potentially lower the cost of care by taking advantage of our healthy lifestyle resources.

What's inside?



Why a healthy lifestyle matters

Our health is influenced by a variety of factors, including dietary choices, our response to stress, and access to affordable housing and healthy food.

Weight is just one indicator of health — and people who are overweight or obese are at increased risk for a variety of serious health conditions, including heart disease and stroke, cancer, sleep apnea, musculoskeletal pain, mental health disorders, and diabetes.¹ But other behavioral patterns, like physical inactivity and heavy alcohol consumption, can also influence diabetes and heart disease risk.²



More than **1 in 3 adults** have prediabetes, and about **1 in 7 adults** have diabetes, making it one of the most common workforce health issues facing businesses.^{3,4}



Those who are sedentary for at least **10 hours a day** have a significantly higher risk of cardiovascular disease.⁵

Workers with diabetes miss an average of 6 more workdays per year than workers without diabetes.⁶

1. cdc.gov, accessed March 15, 2023. 2. niddk.nih.gov, accessed July 5, 2023. 3. See note 1. 4. "Prevalence of Both Diagnosed and Undiagnosed Diabetes," cdc.gov, December 29, 2021. 5. Lavie et al., "Sedentary Behavior, Exercise, and Cardiovascular Health," *Circulation Research*, February 28, 2019. 6. Oren Zack et al., "The Correlation between Clinical and Demographic Parameters and Sickness Absence in Diabetic Employees," *Healthcare*, September 30, 2021.

The annual cost of obesity

The health risks associated with body mass index (BMI) vary according to body shape, ethnic group, and age. And BMI doesn't directly assess body fat, or account for muscle or bone density. But it can be used in combination with other health risk factors for overweight and obesity.¹

Employers incur

\$4,257

per year in additional direct medical costs for each employee who is overweight or obese.²



Each 1-point decrease in BMI annually saves

\$367

for employees with hypertension

\$752

in health care expenses for employees with diabetes³

Health care costs for workers with obesity are 67% higher than for employees without obesity. ⁴

1. Berg, Sara, *AMA: Use of BMI alone is an imperfect clinical measure*, June 14, 2023. 2. Ramasamy et al., *Journal of Occupational and Environmental Medicine*, February 2020. 3. Thorpe et al., *Journal of Occupational and Environmental Medicine*, October 2021. 4. See note 2.

It doesn't matter where healthy habits start

Any encouragement you give your employees can have a positive impact on their lifestyle choices at home.

Try thinking up creative ways to fit in a few minutes of movement or empower healthier decisions where possible.



Consider turning that check-in with your direct report into a 15-minute walk.



Or adding 5 minutes of stretching or meditation to your virtual team meeting.



You can also promote smarter snacking choices and incentivize healthy holiday habits.

Resources to guide your well-being program

This toolkit contains a variety of resources to help you launch an employee well-being program and communicate with your team about health-related activities. Before jumping in, here are a few options to help you gauge where your employees may want to begin their journey, and templates to make it easier to get started.

- ✓ [Worksite health survey: How healthy is your workplace?](#)
Fill out before and after launching your employee wellness program.
- ✓ [Employee health interest survey](#)
Distribute to your employees to find out which health issues matter most to them.
- ✓ [Starting a workforce wellness program](#)
Download our toolkit for information on program benefits, getting leadership support, and more.
- ✓ [Activation guide](#)
Use these templates to communicate with your employees as you launch your workforce well-being program and continue to support healthy lifestyle choices at work and home.

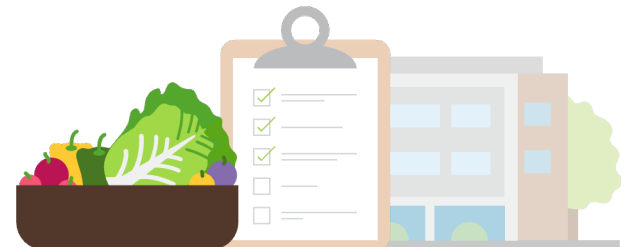


Resources to share with your employees

Nutrition

To keep your employees informed and build momentum, the next few slides focus on nutrition, activity, and getting into a healthy mindset. Each includes a variety of resources you can share internally.

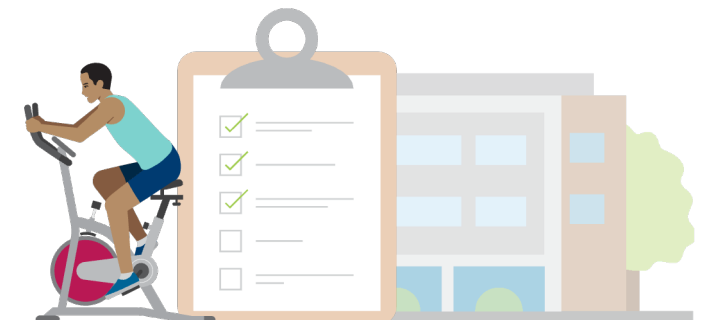
- ✓ kp.org/nutrition
- ✓ [Tips for building healthy meals](#)
- ✓ [Healthy eating basics: building healthy meals](#)
- ✓ [Heart-healthy diet](#)
- ✓ [Healthy recipes](#)
- ✓ [Healthy eating: recognizing your hunger signals](#)
- ✓ [Healthy eating: making healthy choices when you eat out](#)
- ✓ [Staying with your eating plan when your schedule shifts](#)



Resources to share with your employees

Getting active

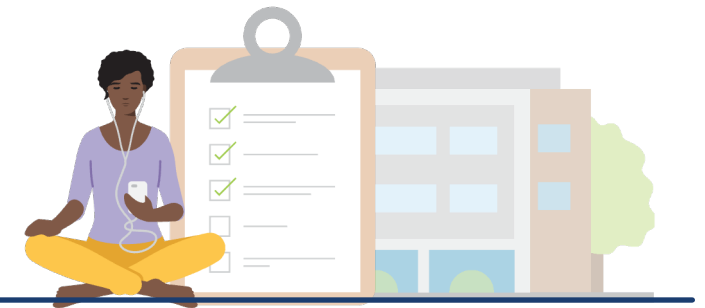
- ✓ [Fitness and exercise](#) (home page)
- ✓ [Getting started with flexibility and stretching](#) (video)
- ✓ [7 tips to help you stick with a workout routine](#)
- ✓ [Physical activity for weight loss](#)
- ✓ [Fitness: adding more activity to your life](#)
- ✓ [Fitness: moving more](#) (video)
- ✓ [Healthy muscles](#)
- ✓ [How to do the hip abduction exercise](#) (video)
- ✓ [Find your way to fitness](#) (flyer)



Resources to share with your employees

Building a healthy mindset

- ✓ [Reframing your thoughts about managing weight](#)
- ✓ [Healthy attitudes toward food and exercise](#)
- ✓ [Learning about healthy weight](#)
- ✓ [What is well-being?](#)

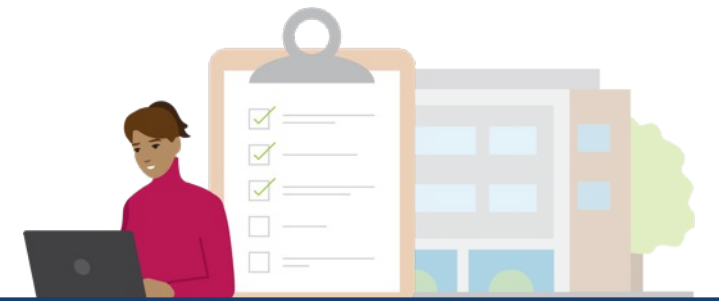


Resources only for employees enrolled in a Kaiser Permanente plan

Members may need an account on kp.org to access these tools.

- ✓ [Health Class Directory](#)
Sign up for classes or programs designed to help you achieve your health-related goals, like weight or management or diabetes classes. Options vary by region.
- ✓ [Total Health Assessment](#)
Invite your employees to answer this series of questions, and we'll provide guidance on small behavior changes they can meet to reach their health goals.

- ✓ [Fitness Deals](#)
Take advantage of reduced rates on studios, gyms, fitness gear, and online classes.
- ✓ [Wellness Coaching by Phone](#)
Work with a wellness coach and set goals around quitting tobacco, managing your weight, getting active, reducing stress, or eating healthy.



Measuring your team's success

Once you've engaged your employees in a well-being program, ask them to re-take their health assessment. Or create your own survey to measure your efforts. Celebrate your successes and use what you've learned to build a sustainable culture of well-being — and support the health of your employees and business.

Current Kaiser Permanente customers:

Reach out to your account manager or Workforce Health partner if you'd like additional guidance.

