

> WORKFORCE HEALTH | RESOURCES



# Maintain Don't Gain weight management toolkit





Obesity, due to inactivity and a poor diet, is associated with significant health costs to employers:



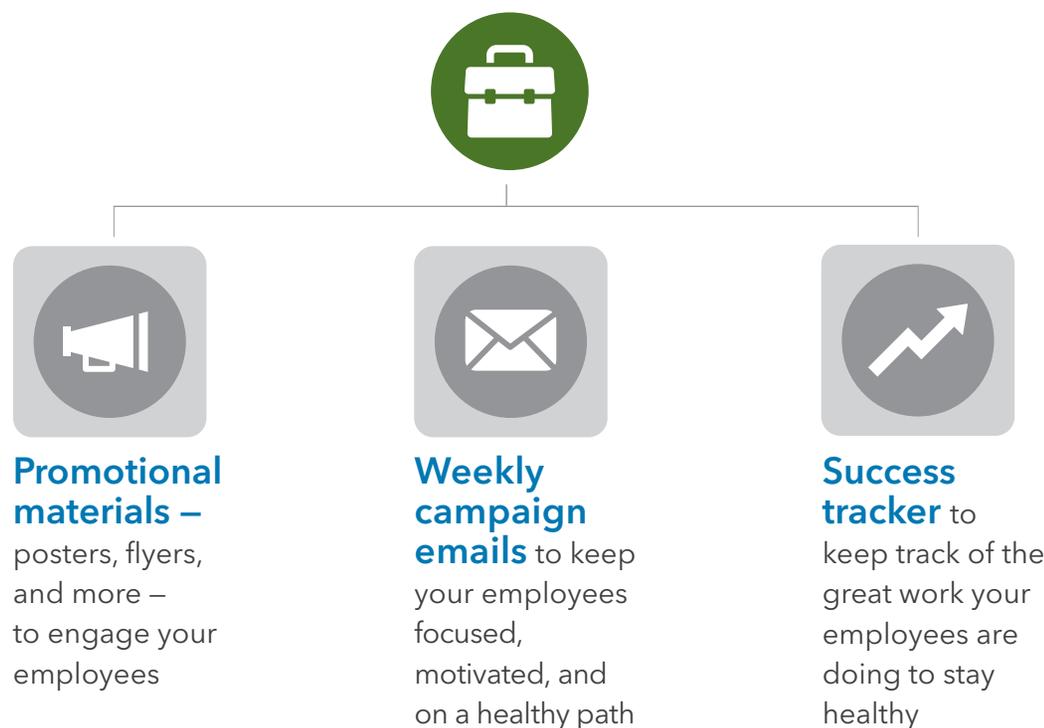
That's **\$17,196** more in health costs for morbidly obese employees.<sup>1,2</sup>

<sup>1</sup>Ramasamy, MSc, MS, et al., Journal of Occupational and Environmental Medicine, November 2019.

<sup>2</sup>Based on direct and indirect costs.

# Welcome to your *Maintain Don't Gain* toolkit

It's no secret that the holidays can lead to unintended weight gain. But by participating in this no-cost, 8-week program, you can help your employees maintain their best health from Halloween through New Year's Day. It's an easy way to get your organization on the path to workforce health. And it can lead to big changes—from higher morale and reduced stress to lower health care costs for you and your employees. Here's what's included in this customizable toolkit:



## COVID-19 disclaimer:

Kaiser Permanente supports the health of you and your employees. However, due to the pandemic, some of the tips and tools provided in this kit may not align with COVID-19 worksite safety guidelines. For CDC-recommended safety guidelines for COVID-19 prevention, please visit [cdc.gov](https://www.cdc.gov) or contact your Kaiser Permanente representative.

Ready to get started? 

## ✓ Take the first step

Maximize your program's impact with this hands-on action guide. It's designed to be customized for your organization so you and your employees can stay healthy this holiday season. You simply check off the boxes as the checklist walks you through the four basic steps of a successful program:



Not your first workforce health program? Skip ahead to the "Plan" section on page 6.

# Let's go! >

# ① Assess

Steps	Date	What to do	Tools and resources
○ Get leadership endorsement.	Preprogram	○ Present a business case to your leadership team on the benefits of healthy activities.	<ul style="list-style-type: none"> <li>• <b>Build a case for workforce health</b> Show how to engage leadership with facts and figures.</li> </ul>
		○ Have your CEO or other leaders demonstrate their commitment to workforce health.	
○ Gather baseline organization data.	Preprogram	○ Survey your employees on their interest in a healthy lifestyle program.	<ul style="list-style-type: none"> <li>• Create your own free surveys with <b>SurveyMonkey</b> or <b>Google</b>.</li> <li>• For more ideas, see our <b>employee health interest survey</b>.</li> </ul>
		○ Assess your work environment to see what you're already doing to support nutrition at your workplace. Look at: <ul style="list-style-type: none"> <li>• Vending machine contents</li> <li>• Policies for food at lunch and events</li> <li>• Whether you're hosting healthy meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Find out whether your workplace provides employees with a healthy environment by using our <b>worksite health survey</b>.</li> </ul>

Ready to plan? Let's go! 

## ② Plan

Steps	Date	What to do	Tools and resources
<ul style="list-style-type: none"> <li>○ Promote your program.</li> </ul>		<ul style="list-style-type: none"> <li>○ Form a wellness committee to manage your program.</li> <li>○ Download <i>Maintain Don't Gain</i> promotional materials.</li> <li>○ Have an organization executive or your wellness coordinator send out the first promotional email to employees introducing <i>Maintain Don't Gain</i>.</li> <li>○ Print and post promotional materials in kitchen and break rooms.</li> </ul>	<p><i>Maintain Don't Gain</i> promotional materials:</p> <ul style="list-style-type: none"> <li>○ <a href="#">First promotional email</a></li> <li>○ <a href="#">Poster</a></li> <li>○ <a href="#">Flyer</a></li> <li>○ <a href="#">Sign-up/pledge sheet</a></li> <li>○ <a href="#">Tent cards</a></li> <li>○ <a href="#">Second promotional email</a></li> <li>○ <a href="#">Weight tracking tool</a></li> </ul>
		<ul style="list-style-type: none"> <li>○ Send the second promotional email to encourage employees to participate. Include:                             <ul style="list-style-type: none"> <li>• Program start date and kickoff details, if you're hosting one</li> <li>• Weight tracking tool so early adopters can get on board right away</li> </ul> </li> </ul>	<div style="border: 2px solid #FFD700; padding: 10px;"> <p><b>TIP</b> Host a kickoff event and invite one of your top executives to speak. Include a screening of <i>"The Weight of the Nation."</i></p> </div>

Ready to engage? Let's go! 

# ③ Engage

Steps	Date	What to do	Tools and resources
○ Send emails to your employees.	Week 1:	<ul style="list-style-type: none"> <li>○ Send “Build up your health” email:                             <ul style="list-style-type: none"> <li>• Share the benefits of making healthy changes and managing your weight.</li> <li>• Three tips for a successful weight management program: exercise, colorful foods, and a food diary.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>“Build up your health” email</b></li> <li>• <b>Eat Well</b> – read articles and watch videos from Kaiser Permanente about healthy eating</li> </ul> <p><b>TIP</b> Include tracking tool in your email.</p>
	Week 2:	<ul style="list-style-type: none"> <li>○ Send “Add ‘healthy’ to every holiday helping” email:                             <ul style="list-style-type: none"> <li>• Swap full-fat ingredients for low- or nonfat options.</li> <li>• Bring a healthy dish to a party.</li> <li>• Replace heavy starches with fresh veggies.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>“Add ‘healthy’ to every holiday helping” email</b></li> <li>• Employees can find healthy eating videos, guides, and more at <a href="http://kp.org/nutrition">kp.org/nutrition</a>.</li> </ul>
	Week 3:	<ul style="list-style-type: none"> <li>○ Send “Simple ways to sneak in fitness” email:                             <ul style="list-style-type: none"> <li>• Move more – take the stairs or walk during your lunch break.</li> <li>• Make it social – walk with coworkers/ friends or run with your dog.</li> <li>• Split up workouts throughout the day.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>“Simple ways to sneak in fitness” email</b></li> </ul>
	Week 4:	<ul style="list-style-type: none"> <li>○ Send “Stay on track – wherever your travels take you” email:                             <ul style="list-style-type: none"> <li>• Pack healthy snacks for the road.</li> <li>• Avoid arriving to a feast hungry so you don’t overeat.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>“Stay on track – wherever your travels take you” email</b></li> <li>• Share <b>healthy recipes</b>.</li> </ul>

\*Some classes may require a fee.

(continues on next page)

### ③ Engage *(continued)*

Steps	Date	What to do	Tools and resources
○ Send emails to your employees.	Week 5:	<ul style="list-style-type: none"> <li>○ Send “Celebrate the season with ease” email:                             <ul style="list-style-type: none"> <li>• Manage stress by unplugging – put down your phone or email.</li> <li>• Music and dancing can lift your mood.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• “Celebrate the season with ease” email</li> <li>• Share Mental Health and Wellness <b>tools and tips</b>.</li> </ul>
	Week 6:	<ul style="list-style-type: none"> <li>○ Send “Arm yourself with smarter snacks” email:                             <ul style="list-style-type: none"> <li>• Eat small meals throughout the day with healthy snacks in between.</li> <li>• Stock up on fresh fruit, edamame, and air-popped popcorn.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• “Arm yourself with smarter snacks” email</li> </ul>
	Week 7:	<ul style="list-style-type: none"> <li>○ Send “Bring your party game plan” email:                             <ul style="list-style-type: none"> <li>• Eat a healthy snack before arriving.</li> <li>• Skip empty calories from alcohol.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• “Bring your party game plan” email</li> <li>• Dietary guidelines, daily food plans, and more at <b>ChooseMyPlate.gov</b></li> </ul>
	Week 8:	<ul style="list-style-type: none"> <li>○ Send “Here’s to the new, healthy you!” email:                             <ul style="list-style-type: none"> <li>• Keep up the healthy work: eat breakfast, exercise every day, and shop the outer aisles of the grocery store.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• “Here’s to the new, healthy you!” email</li> <li>• Motivate and support your employees with quick tips in our <b>monthly health topics</b>.</li> </ul>

Ready to measure? Let’s go! ➤

## ④ Measure

Steps	Date	What to do	Tools and resources
○ Evaluate your program.	Week 9:	○ Survey program participants and capture results.	<ul style="list-style-type: none"> <li>• Create you own post-program survey with <a href="#">SurveyMonkey</a> or <a href="#">Google</a>.</li> </ul>
○ Plan future programs.		○ Consider another program, such as a walking program, while employees are motivated.	<ul style="list-style-type: none"> <li>• Find out what other programs your employees might be interested in with our <a href="#">employee health interest survey</a>.</li> <li>• <a href="#">Other programs</a></li> </ul>

➤ Contact your Kaiser Permanente representative for more information.