

# Health and Wellness at Work

## Health Behaviors

One of the primary health and wellness program types focuses on health behaviors. Health behaviors are the actions of a single person, or group of people, to modify or preserve their health status in order to avoid injury or illness. A health behavior could be something as simple as deciding to go for a walk every day, or something as complex as getting treatment for a substance abuse problem. The four most common health behavior programs are:

- Increasing Physical Activity
- Nutrition & Weight Loss
- Tobacco Cessation
- Substance Abuse Treatment

## Physical Injuries

Some health and wellness programs can target safety in and out of the workplace. Regardless of if the injury happens on or off the job it could still mean that your employees are absent for a long length of time. Having programs in place that help the employee avoid injuries on and off the job will only benefit your company. A wellness program could include teaching the proper way to lift heavy objects, or what kind of posture to use when sitting at a computer. The most common types of injuries are:

- Falls, Slips, and Trips
- Repetitive Motion
- Falling Objects

There are many types of safety programs you can implement. The most important aspect is to make sure that the employees are educated on how to keep from injuring themselves.

Safety programs could consist of:

- Back Injury Prevention
- Education on Ergonomics
- Proper Lifting
- Safety Instructions for Hand Tools
- Instructions on how to use a Fire-extinguisher
- How to prevent Slips, Trips, and Falls

## Stress Management

### Unhealthy ways of dealing with stress are:

- Ignoring the stressor
- Smoking, drinking alcohol in excess and/or using drugs
- Over or under eating
- Withdrawing from society, family, and friends
- Excessive sleeping, or not sleeping enough
- Over extending yourself with activities
- Lashing out at others

### Healthy ways of dealing with stress are:

- Exercise
- Spending time with friends or family
- Spending time with a pet
- Listening to music
- Relaxing
- Meditating
- Writing in a diary