

# WORKSITE PLEDGE

The Blue Zones Project Worksite Pledge promotes evidence-based actions and lifestyle principles to create a healthier work environment for employees. Healthy, productive employees come from healthy communities. Therefore, the actions listed below are designed to create a work atmosphere that inspires, encourages, and promotes well-being, not only in the workplace, but also in the communities in which your employees live.

## Achieving Blue Zones Project Approved Status

- ❑ At least 25 percent of employees sign the Blue Zones Personal Pledge.
- ❑ Earn at least 72 out of 114 possible points by implementing pledge actions.
- ❑ Implement at least one pledge action from each of the six foundational pillars of worksite well-being (Leadership, Purpose, Habitat/Physical Environment, Engagement/Creation of Social Networks, Policies & Benefits, and Well-Being Solutions).

## Worksite Pledge Actions

### Leadership

- ❑ Communicate aggregate company well-being metrics to all employees annually.
- ❑ Support an employee-led well-being advisory committee that meets regularly (at least four times a year).
- ❑ Offer to all employees a personality assessment such as Myers-Briggs, True Colors, or StrengthsFinder to support communication between management and employees.
- ❑ Train leaders to encourage the use of walking and/or standing meetings (one-on-one meetings and larger group meetings when possible).

### Purpose

- ❑ 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.
- ❑ Organize or promote a purpose workshop that encourages employees to articulate and connect with their own personal purpose.
- ❑ Adopt a formal policy that supports employee volunteer activities within the community in which they live (both during work and outside of work hours).

### Habitat/Physical Environment

- ❑ Improve the cafeteria food environment by completing 50 percent of the points possible in the Blue Zones Restaurant Pledge.
- ❑ Ensure that at least 50 percent of food and beverage options in vending machines meet the Blue Zones Guidelines for Healthy Foods and Beverages for Adults.
- ❑ Complete the Ergonomic Checklist to ensure that office and non-office-based employees have safe and comfortable ergonomic equipment.
- ❑ Ensure that meeting rooms, workstations, and private office furniture provide flexibility to choose to stand or sit and work.
- ❑ Support micro-breaks to stretch every hour, either prompted by software or other workplace cues.
- ❑ Designate a quiet space in the office where employees can downshift/meditate.
- ❑ Adopt a policy that provides space and time for breastfeeding during work hours.
- ❑ Offer and publish walking routes that include number of steps/distance markers throughout internal work environment and external campus/parking areas.
- ❑ Provide secure bicycle storage (lockers or racks) for 5 percent or more of all employees.
- ❑ Provide showers and changing facilities with lockers to employees.
- ❑ Offer employer-sanctioned fitness activities (e.g., yoga, kickball, ping pong, fitness classes, walking clubs) and allow participation during work hours.
- ❑ Create an employee garden.
- ❑ Encourage use of existing stairwells by using signage to prompt their use. Keep them well-lit and decorate them with art or music to increase aesthetic appeal.

For more information, please contact Cyrus Howe at [cyrus.howe1@healthways.com](mailto:cyrus.howe1@healthways.com)

- ❑ Offer wireless headsets to employees who spend most of their days on the phone.

- ❑ Allow employees to have control over their individual workspaces to add family photos, plants, or other personally meaningful items.

## Engagement/Creation of Social Networks

- ❑ Develop an engagement plan with a communication strategy; specific, defined objectives; metrics for measuring progress; a calendar of social events to encourage employee well-being; and incentives designed to promote participation.
- ❑ Organize Blue Zones Moais (Purpose, Potluck, Walking) for employees and contractors.
- ❑ Host plant-based cooking classes.
- ❑ Host “Lunch with a Co-worker” program and/or lunchtime walking groups.
- ❑ Create a pervasive brand for your health and well-being program.
- ❑ Share updates on program participation levels and positive experiences and outcomes, including testimonials, with all employees.
- ❑ Effectively use “place-based media” to communicate location-appropriate well-being messages. (i.e., using stairwells, elevators, restrooms, etc.).
- ❑ Contact at least 50 percent of independently or locally owned restaurants within walking distance of the worksite and encourage them to take the Blue Zones Restaurant Pledge.

## Policies & Benefits

- ❑ Make health benefits available for full-time employees and family members (full-time considered 30+ hours).
- ❑ Provide benefits designed to promote prevention (e.g., flu shots, immunizations, and preventive screenings that are 100 percent covered).
- ❑ Establish a campus-wide tobacco-free worksite (inside property and on company grounds).
- ❑ Establish a policy to only offer foods that meet the Blue Zones Guidelines for Healthy Foods and Beverages for Adults at meetings and special events.
- ❑ Regularly encourage employees to commute to work via walking, biking, or public transit.
- ❑ Create Blue Zones Project parking spaces (farthest away from the door).
- ❑ Allow flexible work schedules for all employees.
- ❑ Incorporate paid-time-off bank (instead of separate sick/vacation/personal time).

## Well-Being Solutions

### Preventive Services

- ❑ Provide on-site/available biometric screening for employees.

### Additional Services

- ❑ Offer Employee Assistance Programs (EAP).
  - Includes financial education/planning assistance
  - Includes stress/depression management
- ❑ Offer 24/7 nurse-line and/or decision support tools.

### Awareness/Education

- ❑ Offer a health-risk assessment annually.

### Coaching (telephonic/onsite/web-based)

- ❑ Offer weight-management and/or nutrition coaching.
  - Includes weight-management programs or subsidies (e.g., Weight Watchers)
- ❑ Offer tobacco-cessation coaching and Nicotine Replacement Therapy (NRT).
- ❑ Offer physical-activity coaching.
  - Includes on-site fitness center or subsidies to local fitness centers
- ❑ Offer chronic-condition management with coaching.