

Promoting Wellness: Providing a Fitness Program

While developing a fitness program is not difficult, helping workers incorporate this plan as part of their lifestyle can be a challenge. Individuals usually look for guidance and support around major changes in their lives. As a manager, you can function as a mentor to workers. Your leadership skills and ability to encourage them to change and grow in a positive manner can make a big difference in their success.



Encouraging workers to make lifestyle changes when it comes to fitness and overall wellness is beneficial for your workers and the organization. Below are some tips you can pass along as you encourage your workers toward a healthier lifestyle.

- **Design a plan and stick with it.** Workers should develop goals around lifestyle changes rather than short term goals that allow them to return to old habits. In other words, encourage workers to make fitness a life-long process rather than an event.
- **Target all areas of fitness.** Each week workers should enjoy a combination of activities that build (1) strength, (2) flexibility, (3) endurance and (4) balance. A common mistake is to leave one or more of these out. A balance of all four is much better than a lot of any one.
- **Be persistent.** Encourage workers to make health a priority. If workers only exercise when they have time, when it isn't too hot or cold, when it isn't raining or snowing, etc., it just won't continue over time. Convey the benefits of good health to your workers - they will be better family members, church members, workers, volunteers and so forth if they remain healthy.
- **Be consistent.** Encourage workers to choose an exercise regimen that fits their goals and is approved by their doctor and to stick with it.
- **Continue to vary the exercise routine and intensity.** Doing different things keeps it exciting and fun. Workers should have exercise days where they take it easy and others where they really stretch their limits.

First Sun organizational consultants are available to assist with this and many other subjects that could affect your workplace. Just give us a call, toll free at **800-968-8143** or in Greater Columbia at **803-376-2668**.

For more information on this topic as well as other workplace concerns, please visit our website at: www.firstsuneap.com.