

# Put safe and healthy habits within reach

## Environment matters

What we do is largely determined by what is around us. When you consider Americans spend one-third of our lives on the job, the workplace has a lot of influence.

## Four tips to keep in mind:

1. Remove barriers to the behavior you want.
2. Put buffers between you and the behavior you don't want.
3. Make it normal (culturally acceptable) to do the safe and healthy thing.
4. Support employees in the midst of the change.

Supporting a safe and healthy workplace isn't just good for people, it's good for business. Studies show that healthy workers get hurt less, are more productive and engaged, and have lower insurance costs.

Most people want to lead safe, healthy, and fulfilling lives. But changing behavior is hard. You can help by creating workplace policies, practices, programs, and environments that promote worker health and safety, and lead to overall well-being. It's a concept called Total Worker Health®, and it's being embraced by lots of Oregon businesses like yours.

## Here are some ways to get started:

### Change the physical environment:

- Offer healthy snacks and water instead of soda. Provide refrigerators and microwaves so employees can bring food from home.
- Put away the candy dish—or better yet, replace it with a bowl of oranges.
- Install bike racks; map safe and appealing walking paths.
- Make your worksite completely tobacco free. Remove ash trays and smoking shelters.



### Strengthen your policies and management practices:

- Provide healthy incentives—subsidized bus passes instead of free parking.
- Include tobacco cessation, behavior coaching, and other supportive programs in your benefits package.
- Communicate those benefits; they're only helpful if employees know how to access them.

### Support a health and safety culture:

- Skip the sugar and celebrate with balloons, cards, or a dance break.
- Encourage walking meetings and activity breaks.
- Walk the talk. Be seen engaging in safety and health activities, especially if you're a manager or a senior leader.
- Reward safe and healthy behaviors, not just outcomes. For instance, count the days everyone wears their safety gear instead of the days without injury.
- Ask for input and feedback to strengthen what's working.

To learn more about how to prevent injuries by promoting health, an approach known as Total Worker Health, visit [saif.com/TWH](https://saif.com/TWH).