



THE HEALTHSTYLE WAY

For a workplace health improvement program to be truly effective, it must extend beyond the individual and address all areas that have the potential to influence the choices employees make. That's why we believe the process is just as important as the strategy when it comes to health improvement.

Three programs in one.

Creating a healthy working environment requires addressing the three broad avenues of influence on health. Our approach ensures we address the following:

- 1. Environment:** Factors in the work environment that effect employee health that include the physical conditions, the demands of the job physically and emotionally and the impact the workplace has on enabling employees to make positive health choices.
- 2. Individual resources:** The sense of influence employees feel they have over health and work, how much social support they receive from others and the degree to which they actively participate in improving their own health along with their ability (literacy and efficacy) to make health promoting choices.
- 3. Organisational:** The systems, policies and procedures within an organisation and how they influence health and promote a healthy workplace. It includes WHS systems and practices but also operational demands and cultural components of a workplace.

To be truly effective, an organisation's strategy must address all three avenues of influence. In other words, the program should go beyond simply offering individual strategies. Consideration of how the environment and workplace practices can assist is a must.

Industry specific

We understand that every company is unique and operates within one or more different and distinct industries. Economic, health and safety drivers will be different for each company. Our approach ensures we tailor each and every program to the specific needs of the organisation, industry and geographical location.

Outcome driven

A core component of who we are is our desire to evaluate everything we do. Robust evaluation of our programs and interventions provides the opportunity to deliver value exceeding the original investment for our clients.

HealthStyle programs achieve high participation compared to industry averages, improve health factors associated with high rates of injuries, claims and absenteeism, improve team cohesiveness and enhance workforce health literacy. When we evaluate programs built on our Foundation Principles we have found that:

1. Individuals achieve meaningful reductions in their health risk profiles
2. Participants in the health check are absent 2.3 days per year less than non-participants, regardless of their health risk factors
3. Non participants experience an annual increase in absenteeism of 12.6% vs. 1.6% for participants

Our process for long term change

In order to accommodate all of these factors and to ensure we start with the end in mind, we have developed a unique and cutting edge, stage based system for driving health improvement in the workplace. Our Foundation Principles are based on the latest workplace health and behavior change science, along with our own applied research.

These principles allow us to build effective and sustainable infrastructure to drive success from within the organisation, guaranteeing specific and targeted interventions. It enables us to align with the organisations industry and culture and is essential in building an effective evaluation model. All HealthStyle initiatives are driven from these foundation principles.



For more information, visit **healthstyle.net.au** or call **02 4016 0318**