

# Effectiveness of a multi-level worksite physical activity intervention: *Move To Improve*

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# Sponsorship

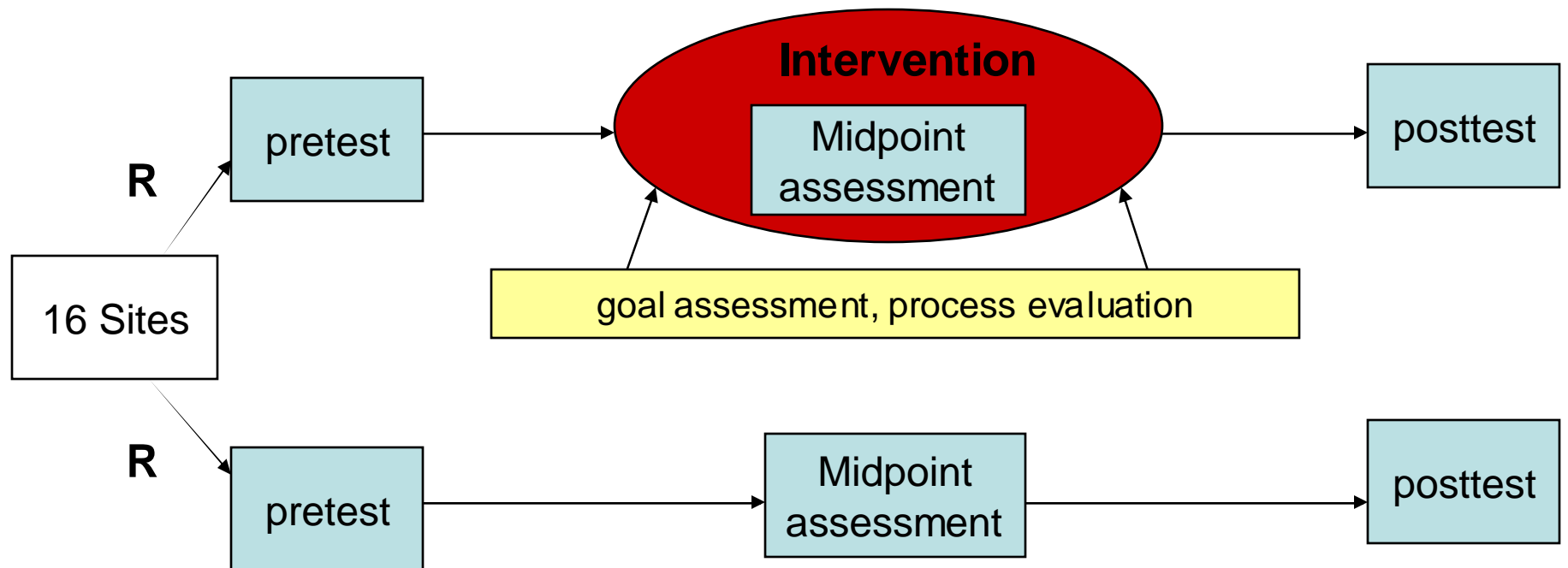
This work was supported by the Centers for Disease Control and Prevention (CDC).

However, its contents are solely the responsibility of the authors and do not necessarily represent the official views of CDC.

# Purpose

To evaluate of the efficacy of a multi-level intervention aimed at personal goal setting and ecologically based organizational action among 1,600 employees of a large retail chain.

# Project Design

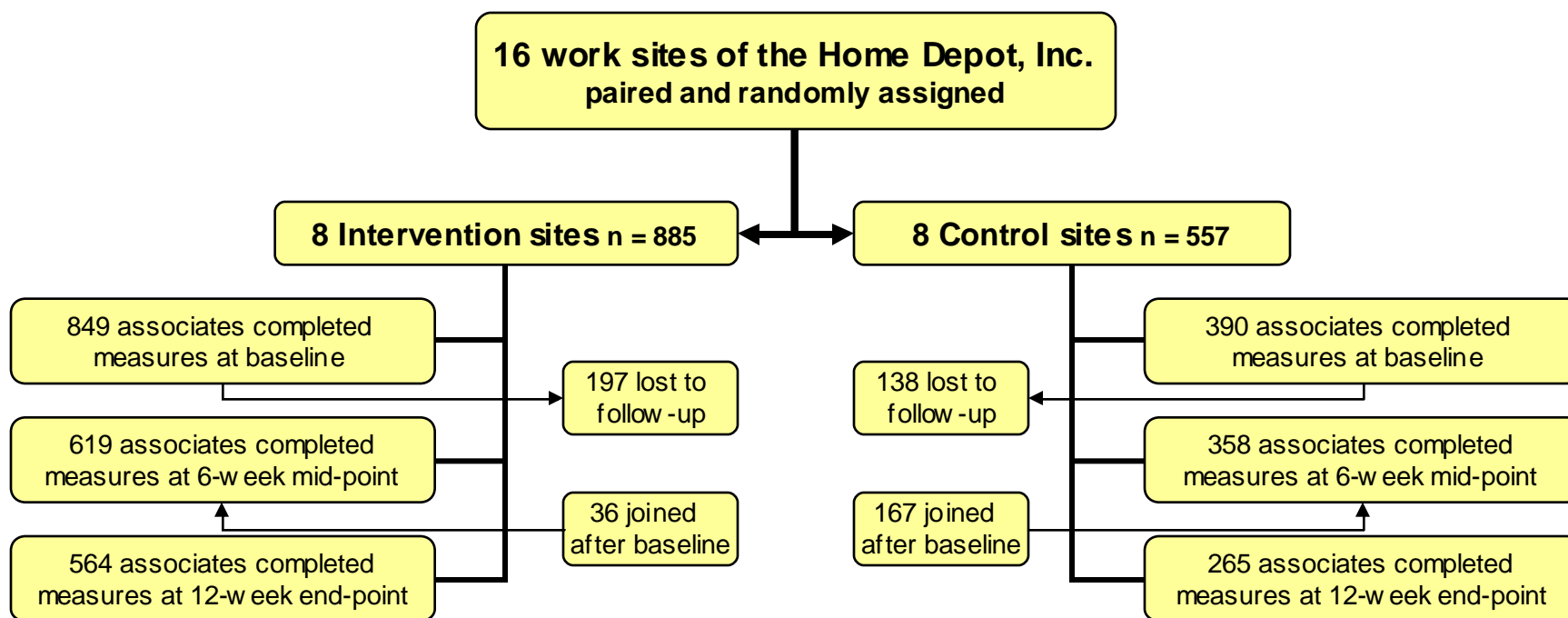


# Intervention and Control Sites



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# Participant Flow



# Conceptual Foundation

- Social-ecological approach
- Goal setting
- Social-cognitive theory

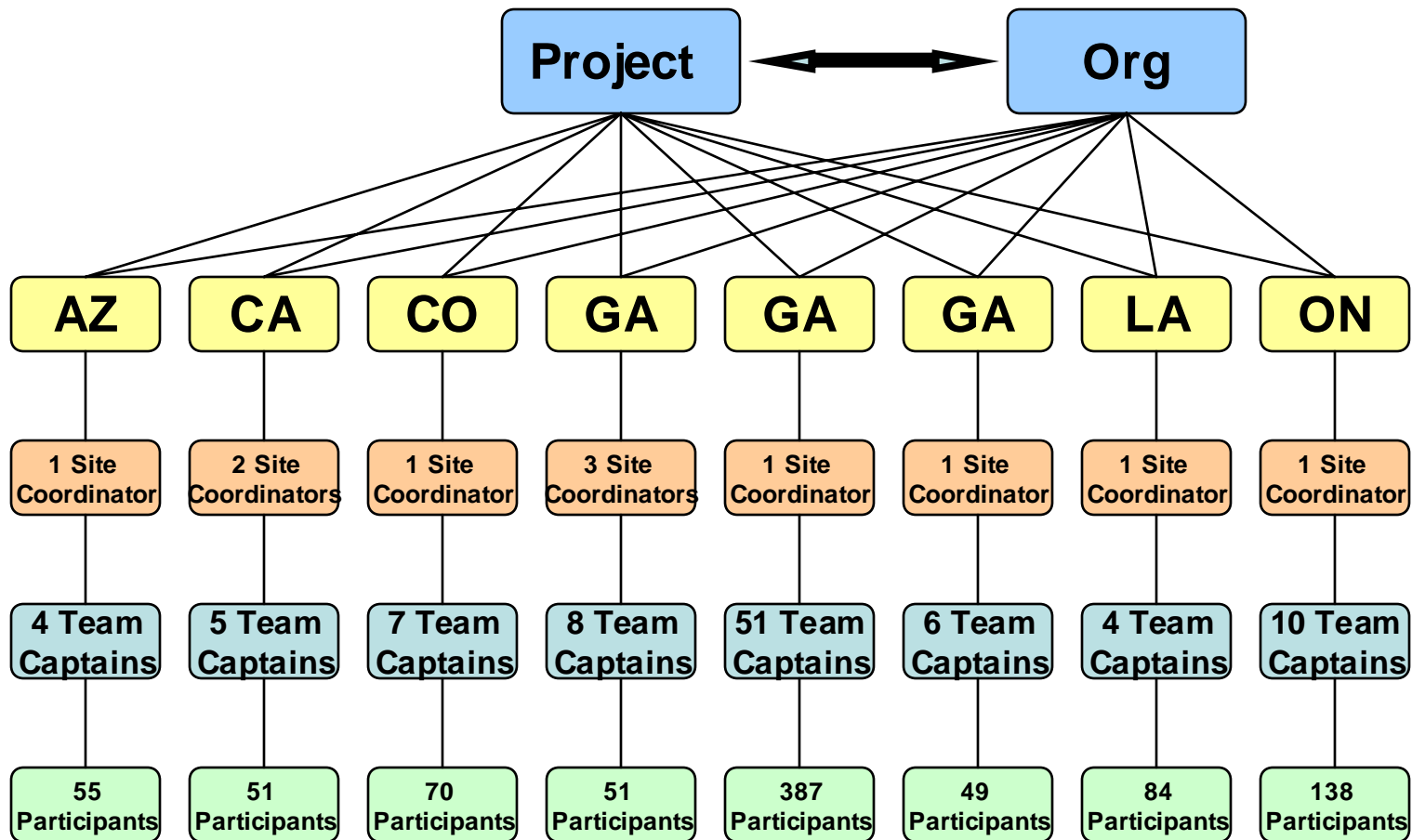
# Key Elements of Intervention

1. Individual goal setting
2. Team competition
3. Organizational action
  1. Joint employee-management steering committee
  2. Group goals and incentives
  3. Management endorsement and support
  4. Environmental prompts





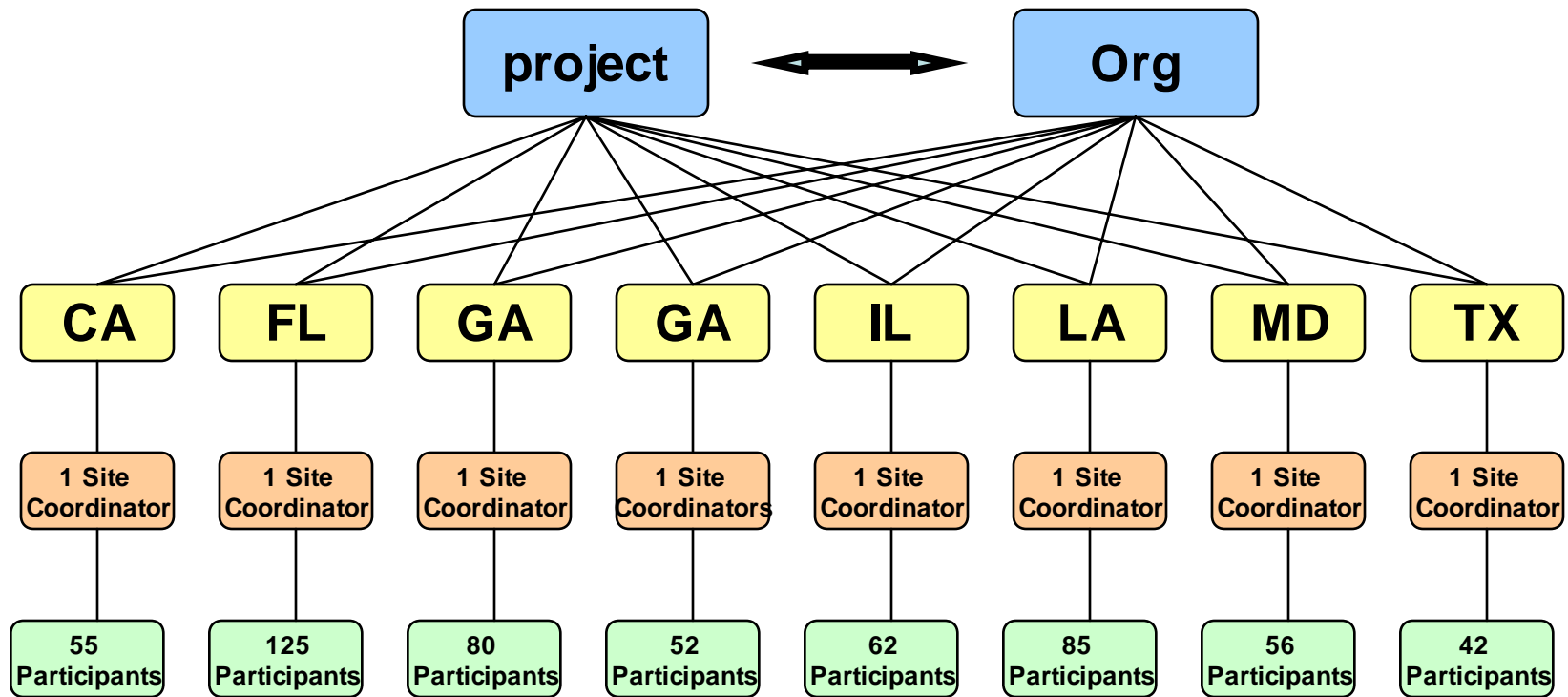
# Intervention Sites Organization



**8 Intervention Sites, 11 Site Coordinators, 95 Team Captains, 885 Participants**



# Control Sites Organization



**8 Control Sites, 8 Site Coordinators, 557 Participants**

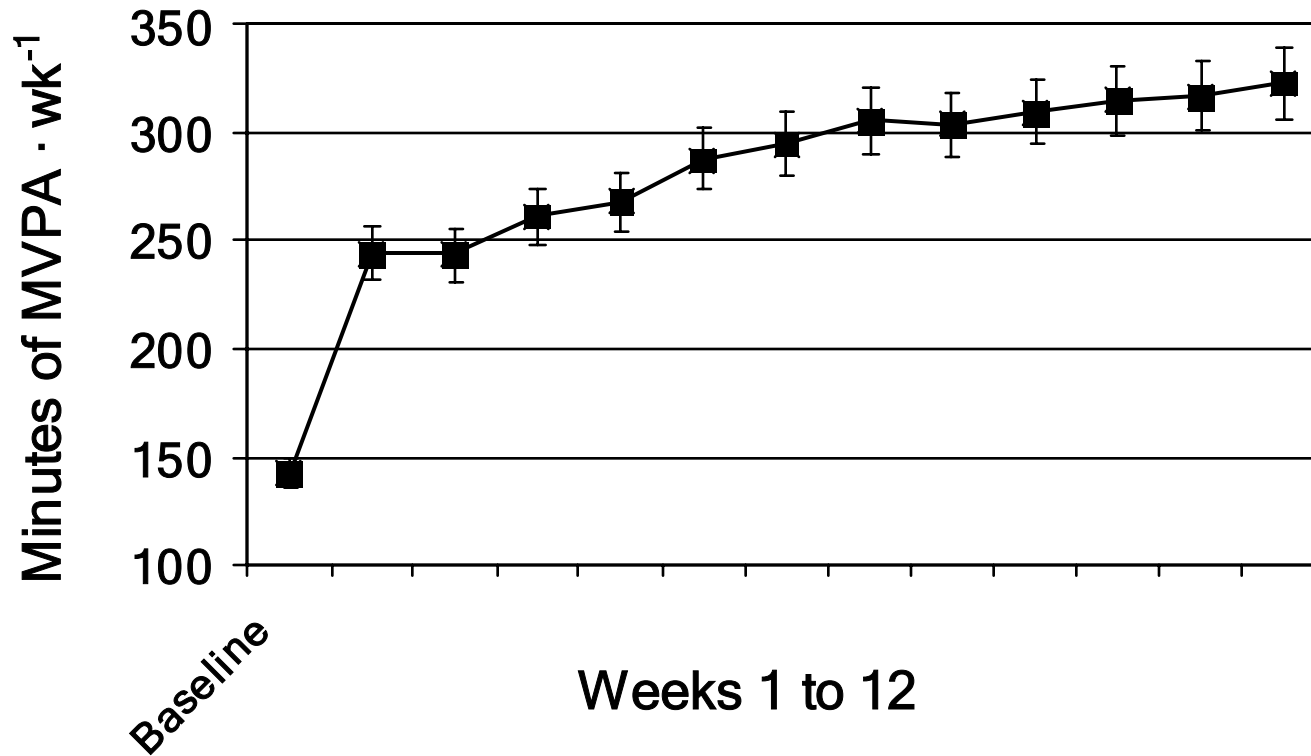
# Project Measures

- Physical activity
- Stages of change
- Processes of change
- Self-efficacy
- Decisional balance
- Temptations
- Social support

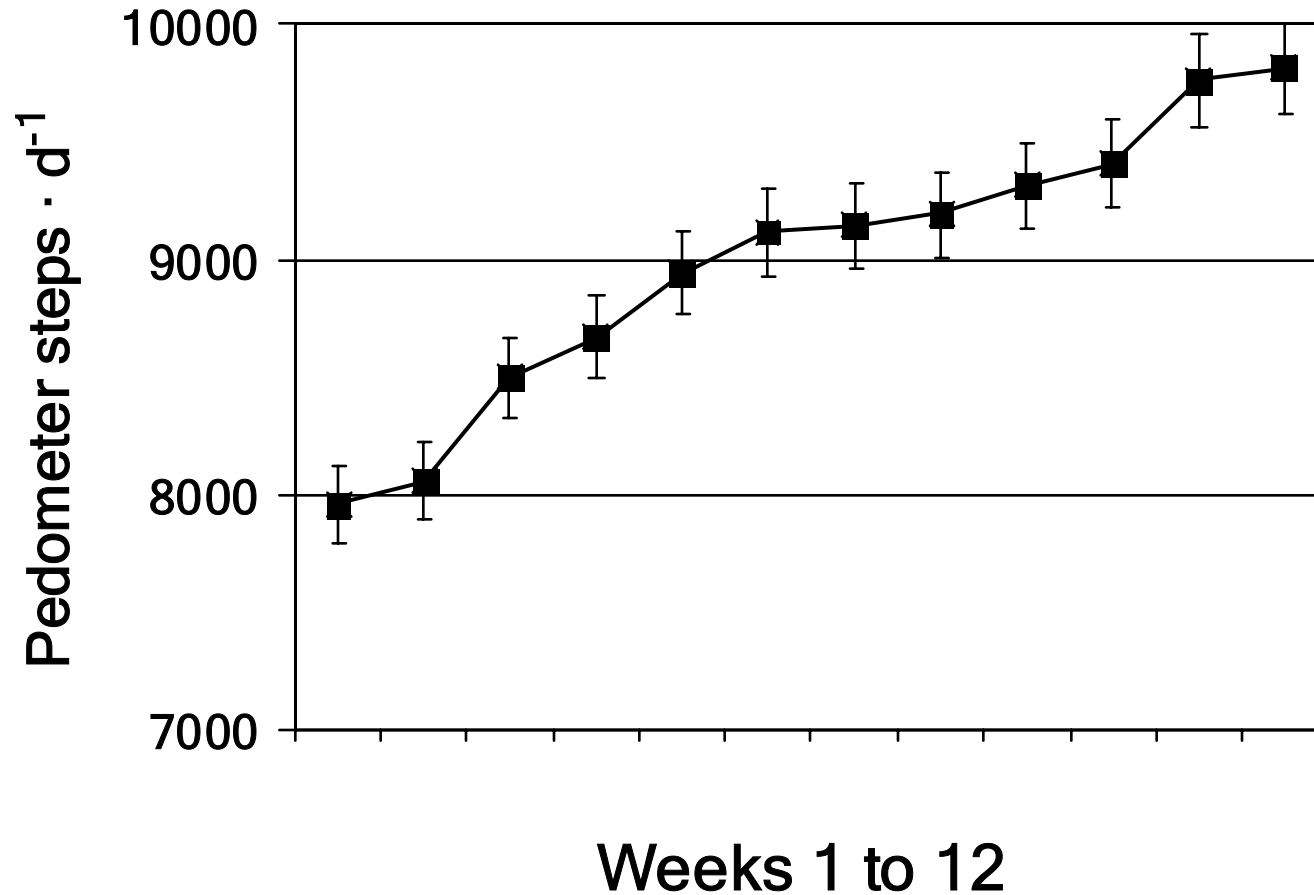
# Project Measures (cont.)

- Job satisfaction
- Organizational commitment
- Turnover
- Work limitations (presenteeism)
- Management support
- Organizational support
- High involvement work processes
- Overall health
- Quality of life

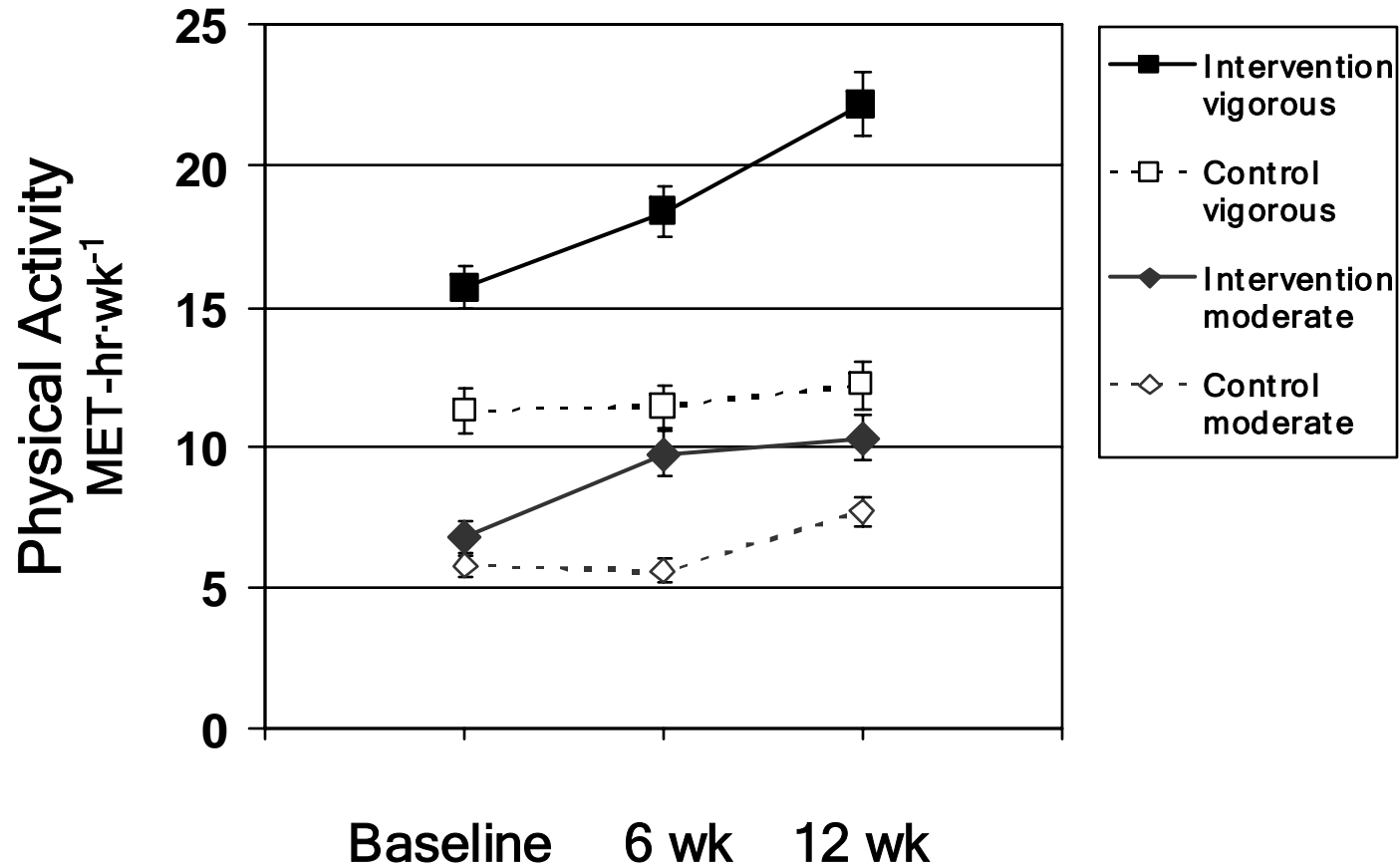
# Results



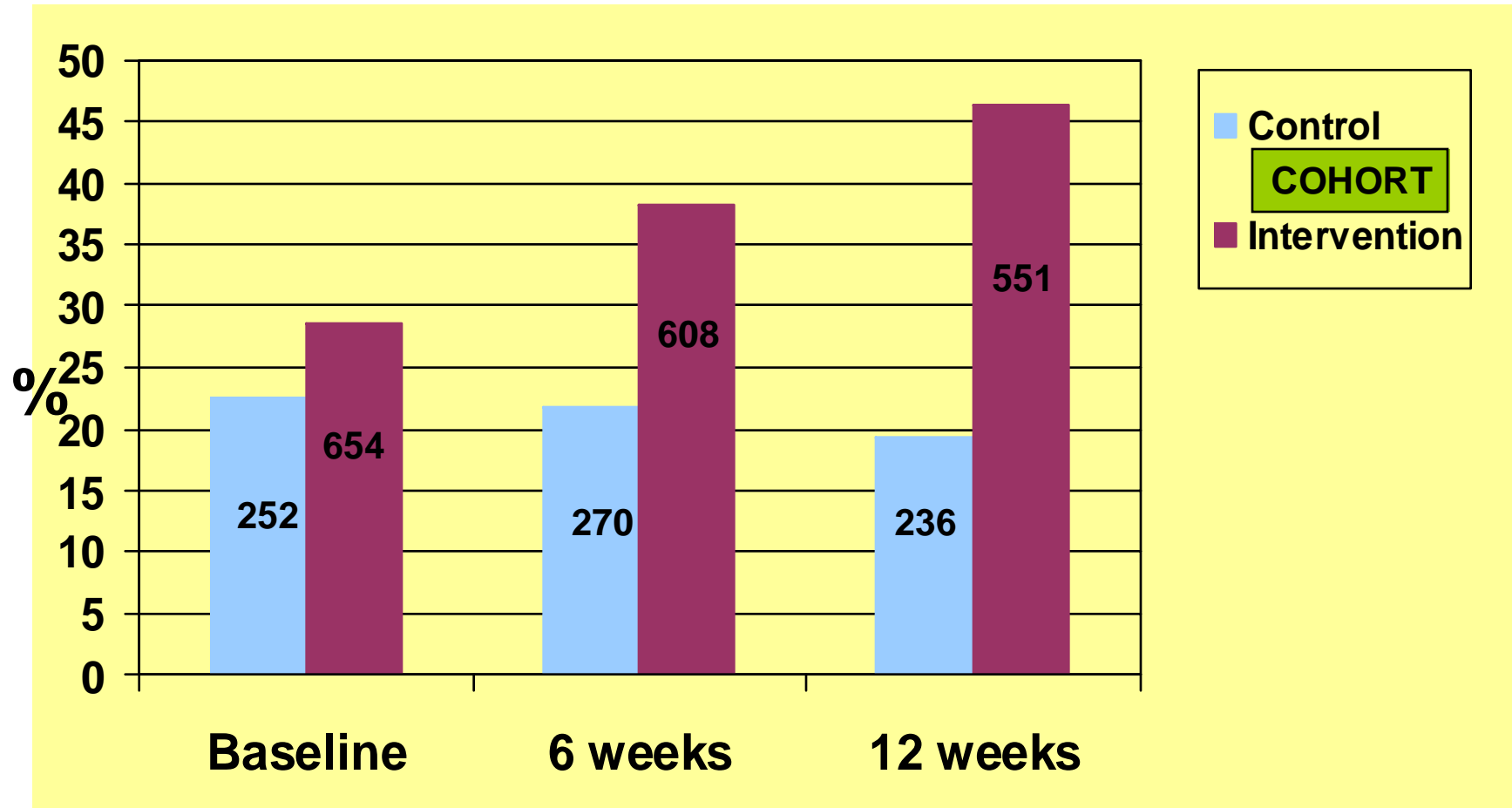
# Results (cont.)



# Results (cont.)



# Meet CDC Recommendation: Vigorous Physical Activity

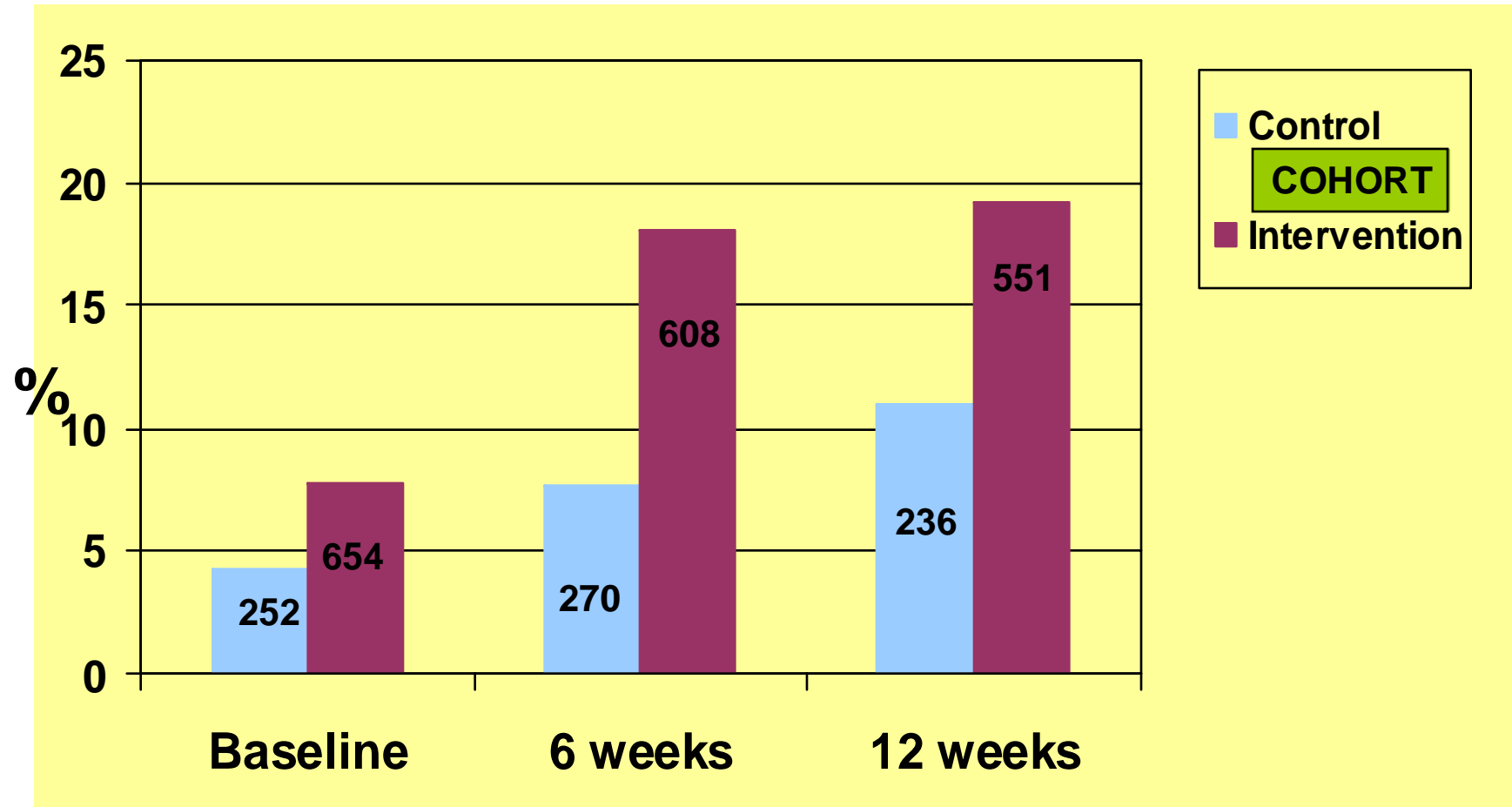


**National level is 23%**

**2010 Objective is 30%**



# Meet CDC Recommendation: Moderate Physical Activity

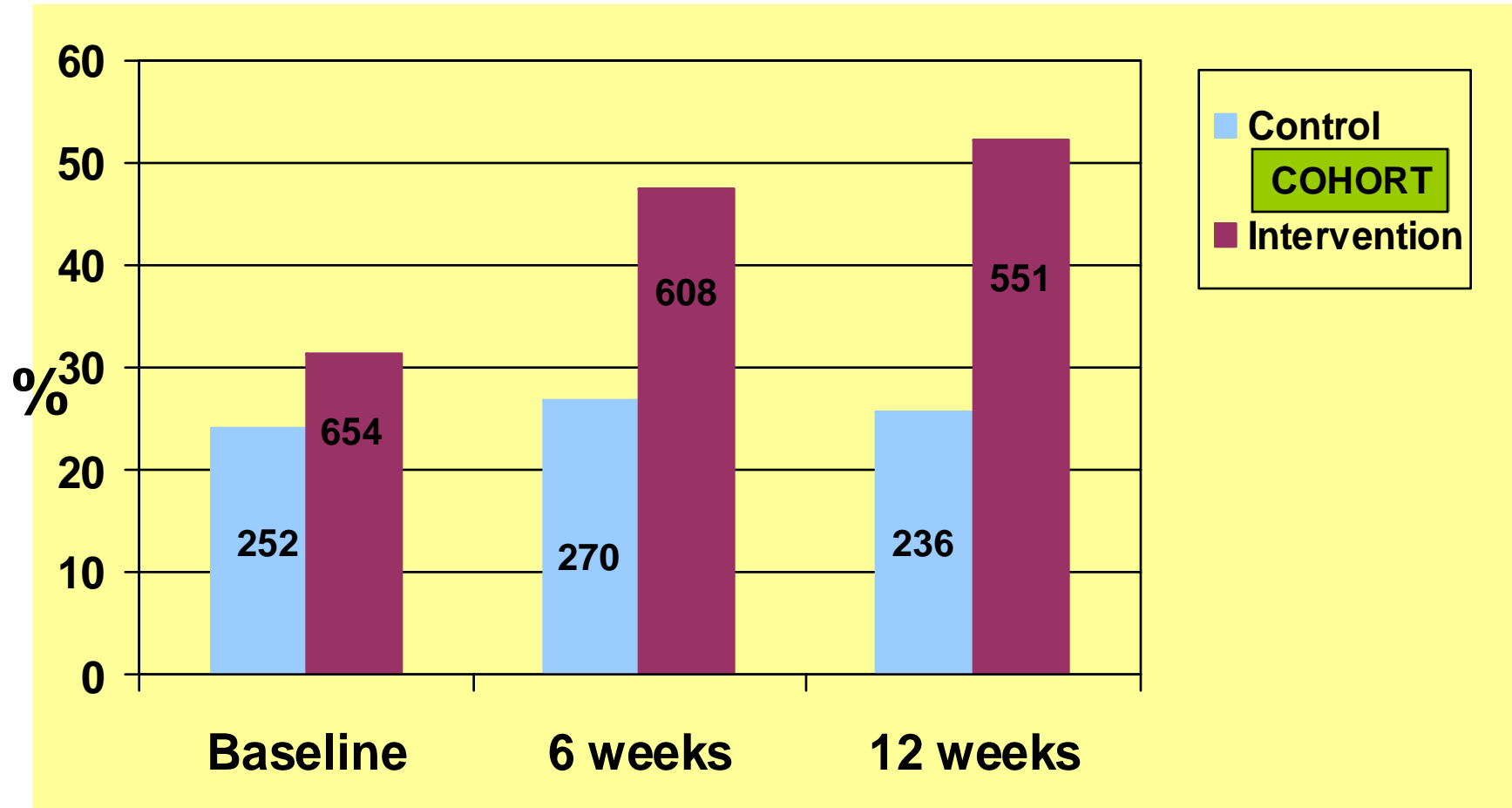


**National level is 15%**

**2010 Objective is 30%**

# Meet CDC Recommendation: Regular Physical Activity

(meet Vigorous OR Moderate Recommendation)



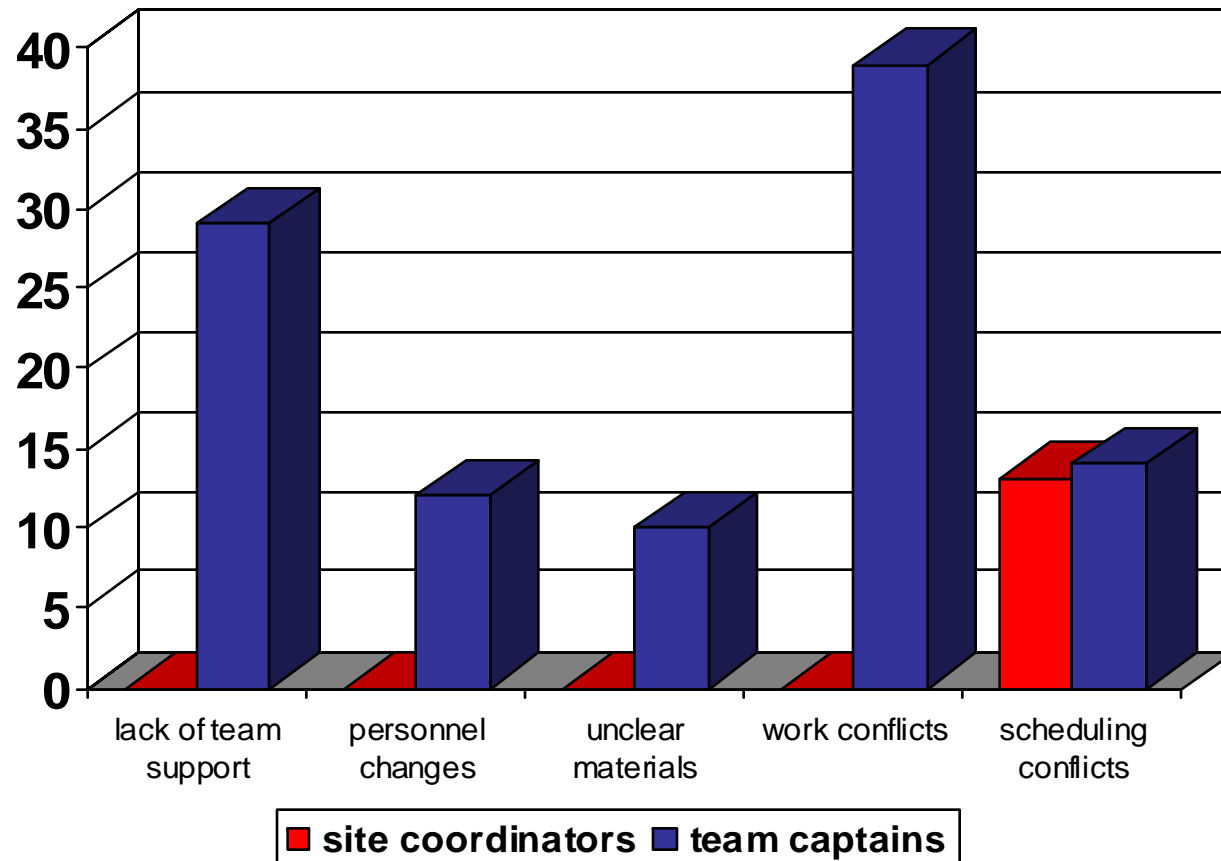
**National level is 32%**

**2010 Objective is 50%**

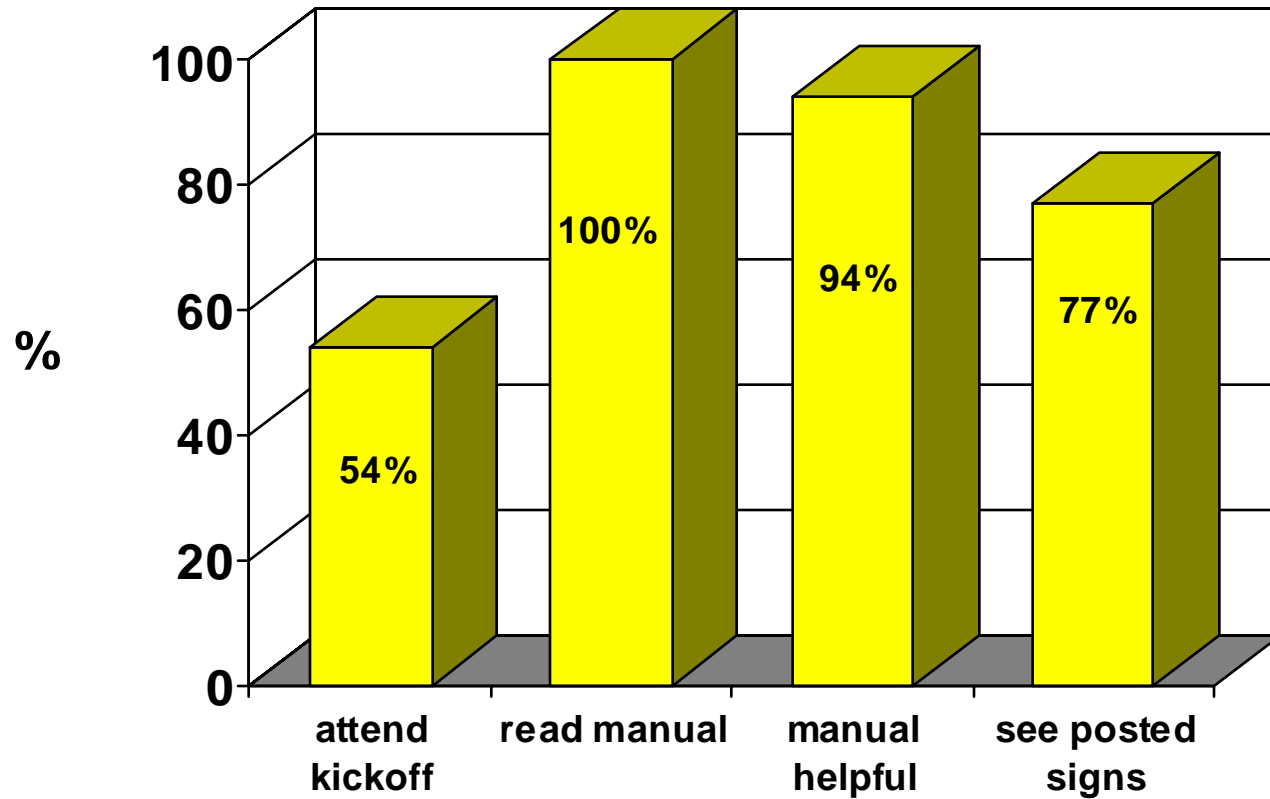


# Barriers to Intervention Success

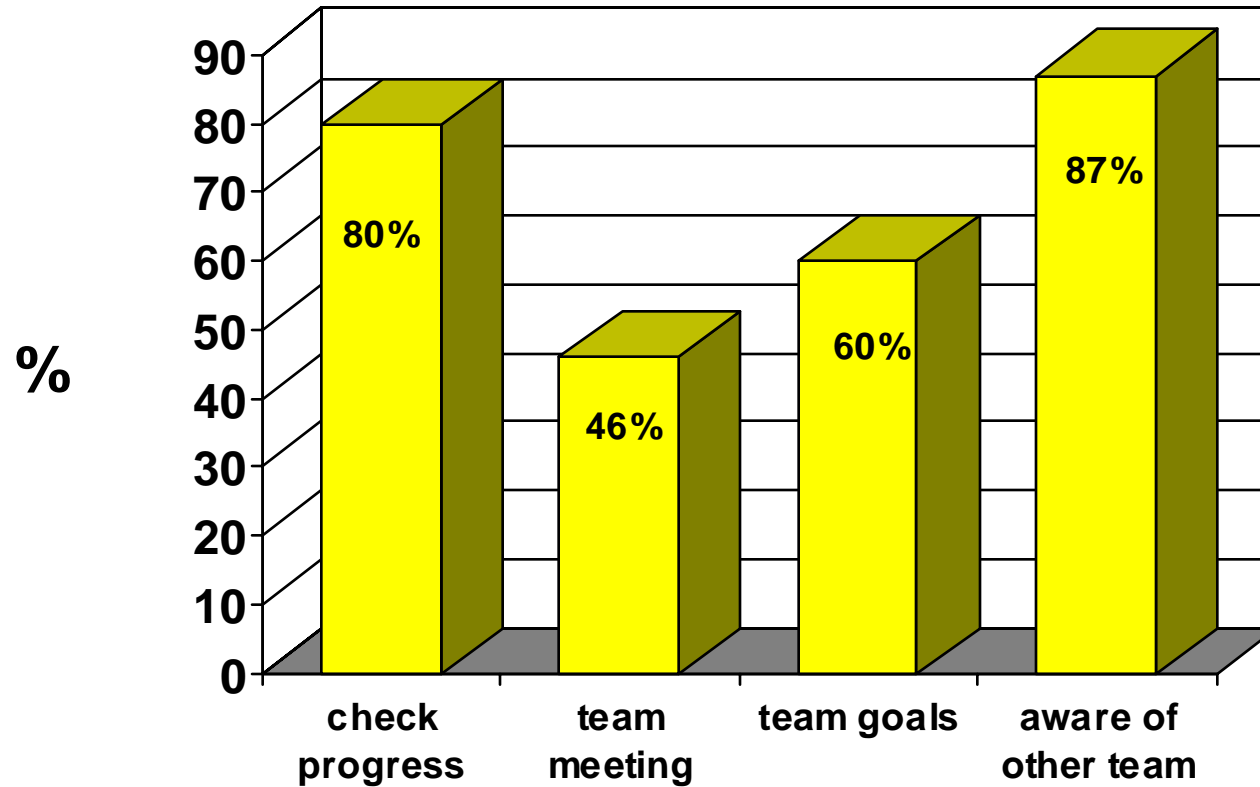
% reporting success limited good or great amount

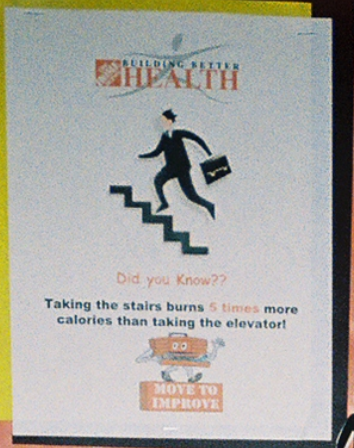


# Employee Involvement



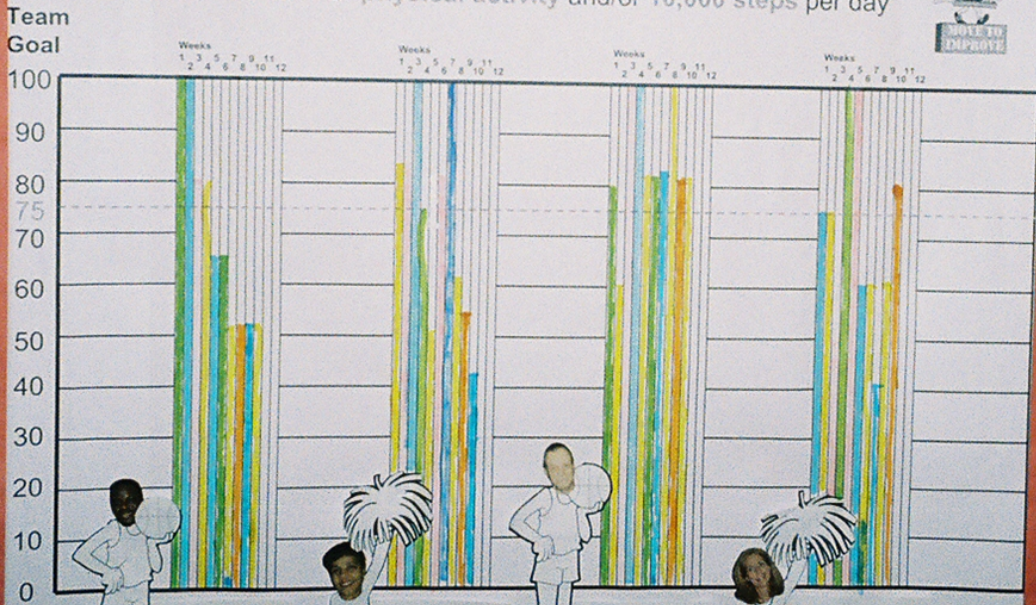
# Employee Team Involvement





### Move to Improve Team Success

150 minutes of physical activity and/or 10,000 steps per day



THE HURRICANES

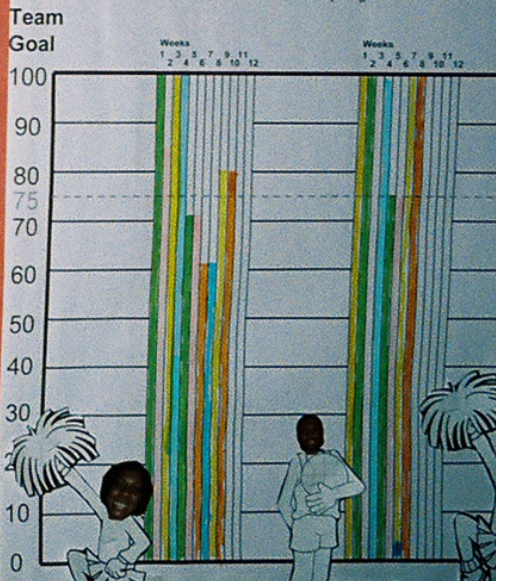
THE CHA CHA'S

THE TERMINATORS

THE DIGI-WALKERS

### Move to Improve

150 minutes of physical activity



THE INCREDIBLES

THE MEAN MACHINE



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# Results

- Physical activity (goals, minutes, steps) increased over time
- Significant increased levels of vigorous / moderate physical activity in intervention groups
- Participants were largely engaged in the intervention

# Conclusions

- Goal-setting behavior change intervention is effective for increasing PA
- Effects of organizational supports more difficult to document