

# What works in the workplace to promote wellness and improved health in the context of obesity?

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<u>What Works</u>	<u>What Doesn't Work</u>	<u>What's Needed</u>
<ol style="list-style-type: none"> <li>1. Realistic individual goals. <i>Attaining and maintaining a 5 to 10% reduction in weight can produce significant health benefits. Setting realistic goals requires an understanding of individual histories, motivations, and circumstances.</i></li> <li>2. Incentives for healthy behaviors. <i>These include taking steps to improve awareness of personal health indices, making measurable improvements in nutrition and physical activity, and participating in an evidence-based weight management program.</i></li> <li>3. Health outcome focus. <i>Health-focused weight management relies on attainable goals with demonstrable health benefits that can be sustained over time.</i></li> <li>4. Healthy workplace. <i>A supportive environment that encourages employees to practice healthy behaviors is essential to good health outcomes. Opportunities to be physically active and access to good nutrition are essential.</i></li> </ol>	<ol style="list-style-type: none"> <li>1. Arbitrary BMI Goals. <i>BMI serves best as a measure of population health risks, not as marker for individual goals. Optimal health outcomes for different individuals come at distinctly different BMI values.</i></li> <li>2. Incentives for outcomes that may be unattainable. <i>An individual with a current BMI of 32 and history of severe obesity (BMI&gt;40) will not be helped by penalties for failing to achieve a BMI&lt;30.</i></li> <li>3. Cosmetic outcome focus. <i>For many, a focus on a cosmetic ideal sets unrealistic expectations and leads to a state of learned helplessness.</i></li> <li>4. Weight bias &amp; stigma. <i>Pervasive weight bias makes obesity perhaps the most highly stigmatized common health condition. Research suggests that stigma makes obesity more resistant to treatment, reducing the likelihood of healthy behaviors.</i></li> </ol>	<ol style="list-style-type: none"> <li>1. Access to Treatment. <i>Obesity is a complex metabolic disease that rarely improves without treatment. Personal motivation is necessary but seldom sufficient in the absence of access to evidence-based treatment.</i></li> <li>2. Long-term outcomes. <i>Short-term (6-12 month) improvements are readily attainable by a variety of interventions that may not predict long-term improvements in health status. Obesity is a chronic, relapsing condition that requires long-term follow-up.</i></li> </ol>

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