

Your comprehensive guide to a
healthier, happier office, courtesy
of Steve Nash Fitness Clubs.

WELLNESS IN THE WORKPLACE



STEVE NASH
FITNESS WORLD
& SPORTS CLUB



We spend nearly 12 hours sitting, or sedentary each day – we eat, we drive, we work, we watch TV & Netflix. This lifestyle has been linked to many physical issues like weight gain and muscular strain.

MAKING HEALTH WORK

Committed to the health of British Columbians since 1959, Steve Nash Fitness Clubs (SNFC) serves over 20,000 personal training sessions each month and over 3 million member workouts per year. We understand how individual health and wellness can help an organization. Each day, we see the positive benefit that fitness has on our communities.

Health issues from our sedentary lifestyles lead us to take time off work, seek out health advice from specialists, and undergo lengthy treatment plans that can interfere with productivity and quality of life. These not only impact the health care costs of a company and the government, but they have a profound impact on productivity.

An Ipsos Reid poll, conducted in 2013, found that lifestyle-based diseases like stress, cancer, heart disease, and diabetes top the list of employee concerns. Finding engaging ways to counteract this can increase productivity and decrease time at the doctor's office.



CASE STUDY:

HILL COUNTRY MEMORIAL

Hill Country Memorial (HCM), a Texas-based healthcare provider, implemented an employee wellness program in 2003. By 2013, extended health care redemption costs for HCM were **nearly half** the national trend.

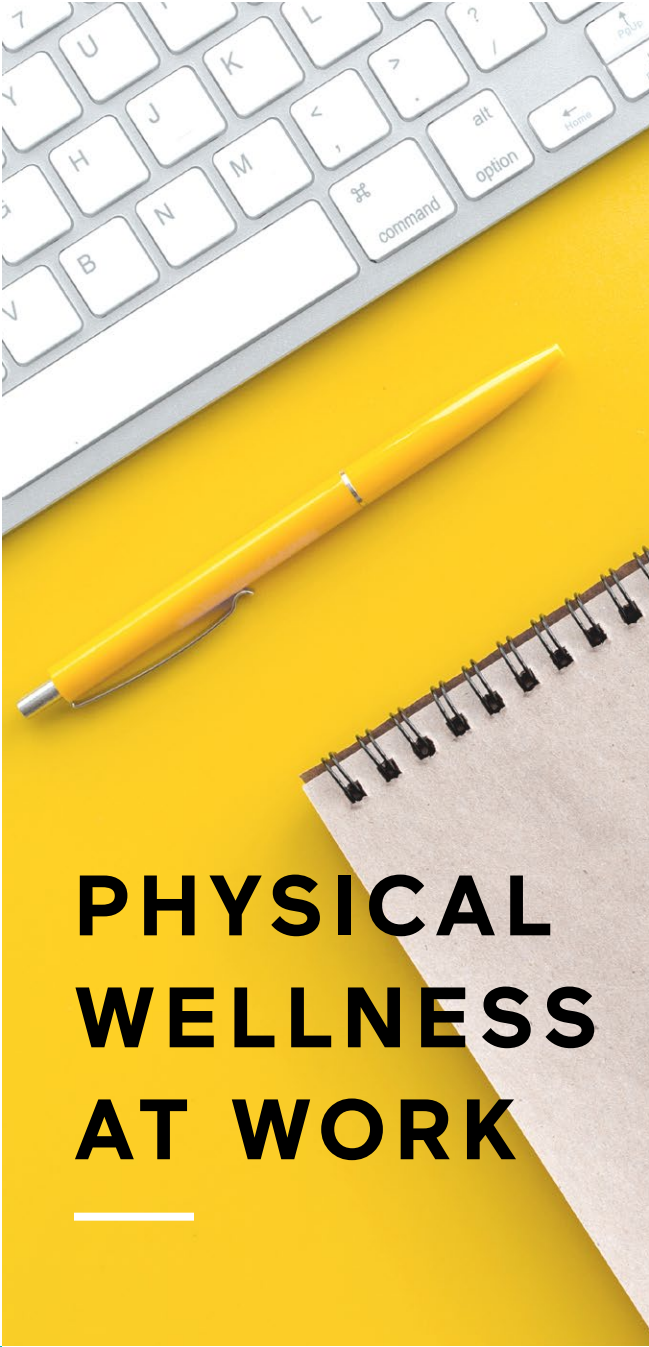
Employees were given a discount to a wellness centre and provided nutritional planning. They were challenged to exercise three times per week for 30 minutes, engage in nutrition challenges, and complete their annual health screenings – all easy-enough tasks.

58% of employees saw improvement in body weight, 73% saw mental health improvements, and program participants spent \$1,200 less in medical costs than non-participants.



B.C. COMPANIES WHO INCORPORATE WELLNESS PROGRAMS

- **Lululemon Athletica** provides employees with two fitness classes per week at partnered studios
- **TELUS** encourages employees to work from home through a formal "Work Styles" program
- **Saje Natural Wellness** offers employees "Flex Fridays", allowing them to work from anywhere
- **Vega** has a corporate chef and kitchen loaded with all Vega products
- **Nature's Path** hosts an annual health and wellness week, including free massages, and yoga classes
- **Steve Nash Fitness Clubs** provides a free gym membership, discounted personal training, and encourages all staff to workout at least 3 times per week



PHYSICAL WELLNESS AT WORK

We sit – all the time. At work, on our way to and from work, at home. And then when we do get up, it's often to get food and then sit again! Many of us are in sedentary careers, with a rapidly growing number of people being overweight, obese or at risk of obesity. With support from health & wellness programs, we can see improvement in personal health and company productivity.

Physical fitness can positively impact any industry – health, construction, finance, tech, etc. The National Health Service in England offered employees at a local hospital free Zumba classes and the opportunity to play netball during breaks. Doctors and nurses are among the most likely to take sick leave from a combination of stress and being surrounded by illness each day. Yet with the implementation of this program, this group saw:

- Fewer sick days
- Improved employee morale
- Increased productivity rates and energy levels

Active employees are also more likely to influence those around them to lead a more active lifestyle, including children, aging parents, and partners. Healthier family members means less days taken off work to care for dependants.

50-70

% of daily life
the average Canadian
spends sitting¹

4TH

rank of physical inactivity
in the list of leading risk factors
for global mortality²

1 IN 4

the number of adults,
globally, that aren't
moving enough³

TIPS TO GET ACTIVE EACH DAY

KEEP IT SIMPLE

- Go for three, 15-minute walks; walk to the coffee shop that extra block away; park at the far end of the parking lot; walk around the block twice before going home at the end of the day.

SCHEDULE TIME FOR WEIGHT TRAINING

- Go to the gym for 30 minutes; buy 5-10lb weights and keep them at home to use during commercial breaks; do lunges around your house while cleaning or squats at the office.

START A TEAM

- Create a company recreational sports team; try organizing an Urban Rec team or a weekly hiking crew.

BUDDY UP

- Find a colleague that can be your exercise buddy and hold you accountable to your goals.

GET OUT OF YOUR CHAIR

- Take walking or standing meetings during the day whenever possible and get your legs moving.

ENGAGING EMPLOYEES IN FITNESS

- Set up a simple workplace fitness challenge like a squat or plank challenge.
- Bring the workout to your employees by hosting in-office fitness classes.
- Offer special rates to fitness establishments to employees and their families.
- Start a fitness buddy program for employees to find a gym partner who lives in their area, or works out at the same time.

¹ Canadian Fitness and Lifestyle Research Institute ² WHO ³ WHO

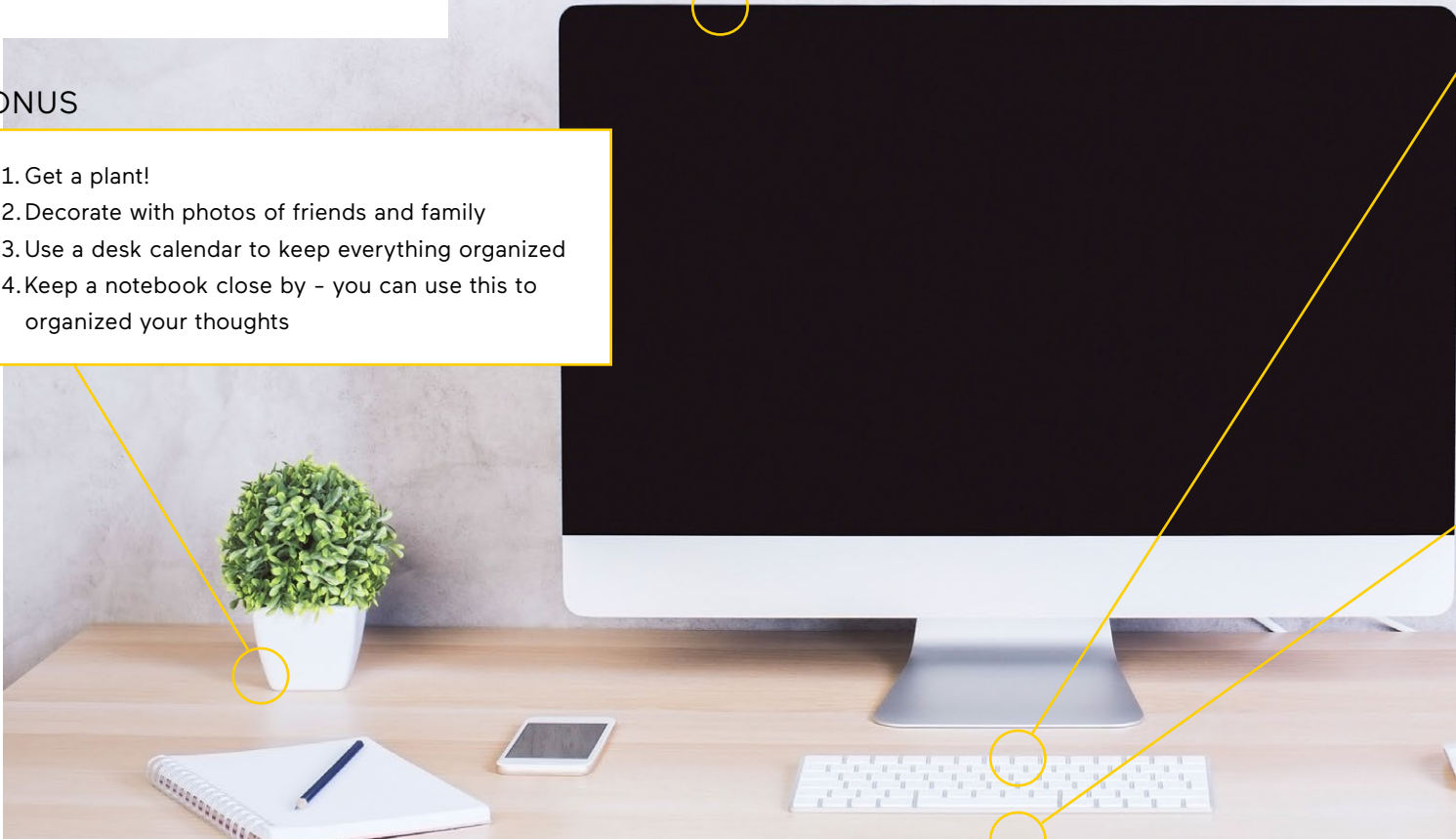
DESK TUNE UP

MONITOR

1. Sit about 1 arms length away from your monitor (when leaning back in your chair)
2. Position your monitor so the top of the screen is level with your eyes
3. Tilt the monitor slightly upward
4. Adjust the font size on your screen so you are not straining your eyes

BONUS

1. Get a plant!
2. Decorate with photos of friends and family
3. Use a desk calendar to keep everything organized
4. Keep a notebook close by - you can use this to organized your thoughts



KEYBOARD

1. Your keyboard should be placed so your elbows are at your sides and your arms are at, or below, a 90 degree angle
2. Your keyboard should be tilted away from you
3. Your keyboard and mouse should be shoulder distance apart

CHAIR

1. Push your hips as far back into your chair as they can go
2. Adjust your seat height so your feet are flat on the floor and your knees are equal to, or a bit lower than your hips
3. Move your armrests so your shoulders sit comfortably

FITNESS TO FIT IN AT YOUR DESK!

1. STAND UP AND STRETCH!

This is one of the easiest ways to improve mobility. Stretch your neck side-to-side, twist to each side, stand up and reach down for your toes.

2. WORK YOUR SHINS

Help alleviate or prevent shin splints. While seated, lift your legs so they are parallel to the floor. Flex and point your feet 20-30 times. Do this once per hour.

3. ENGAGE YOUR CORE

While sitting, pull your naval toward your back, and your head toward the ceiling. You can try this sitting on a exercise ball at your desk.

4. SQUAT

If you have your own office, this is easy. If not, get colleagues involved and make it a challenge. Try doing 5 squats each hour. Up this to 10, 20, 30, etc.

5. TARGET YOUR LOWER ABS

Lift your feet off the ground as high as you can take them, but keep them in the same shape as if you were sitting (90° angle).

*** START BY
CHOOSING WHAT WORKS
BEST FOR YOU!**



FUEL BETTER

Deciding what to eat is HARD. Fad diets, superfoods, and trendy eating tips leave us wondering what we can eat anymore – and who has time to keep up with this?

With improper meal planning, you have flavour fatigue by Wednesday and are over your packed salads. You end up at your tried-and-true West Coast chain restaurant ordering your favourite wrap. Plus some fries, because, you know, you deserve it.

Loaded with extra salt and sugar, we constantly put our bodies under stress by eating this way. Added to our already stressful lives, we burnout faster and get sick more often. Our productivity drops (hello food coma...), our immune system weakens and we put our whole office at risk of illness.

When we have the right resources to create fun meals that are healthy, delicious, and quick, we are more likely to eat properly and give our bodies what they need to function optimally. Good tips to try:

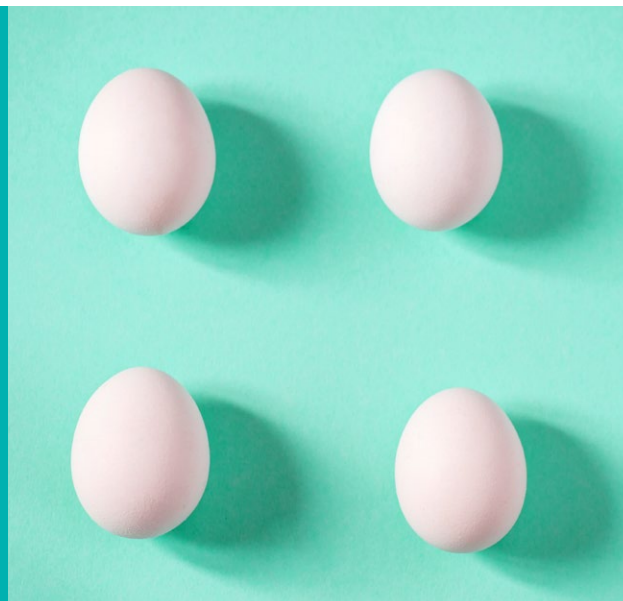
- Mobile apps like MyFitnessPal track portions and calories
- Offer meal plan consultations with specialists such as personal trainers at gyms or wellness centres
- Supply resources/support for healthy in-office meal delivery or local meal prep services

45 % of us think it's challenging to eat healthy meals and snacks at work¹

Meal planning with variety is key to actually liking your meals each day!

Meal prepping can reduce everyday stress, and help you avoid being "hangry"

Planning out meals reduces your chances of making poor food choices (e.g. quick-service restaurants), and increases your ability to properly portion your meals



**DID YOU KNOW MANY
GROCERY STORES NOW
LET YOU SHOP ONLINE?**

Pick them up at the store or have them delivered right to your home or office! There are even box-delivery systems that send you pre-planned meals each week without the need to choose.

¹ 2014 Ipsos Reid poll by the Dietitians of Canada



MEAL PLAN BASICS

*Meal planning
is an easy way
to save money
and time
throughout
the week, and
to eat healthy.
It is an easier
feat than it
may seem,
especially
when you plan
ahead!*



When you have the right plan in place, and resources for recipes, like the SNFC blog, it's easy to create a strategy that works best for your schedule and dietary needs!

TIPS TO REMEMBER

- Plan your meals and grocery list before you shop.
- Shop and cook on different days.
- Portion out smoothies in baggies so you can pop everything in at the same time!
- The freezer is your friend.
- Bring your meals to work on Monday.

	BREAKFAST	LUNCH	DINNER	SNACK
MONDAY	Green smoothie	Buddha bowl	Vegetable stir fry with choice of protein	Granola bar 1 piece of fruit
TUESDAY	Overnight oats	Power salad	Tuna melt	1 piece of fruit Chopped raw veggies 1 or 2 hardboiled eggs
WEDNESDAY	Green smoothie	Vegetable stir fry with choice of protein	Quinoa salad + salmon (mix various roasted veggies with quinoa)	1 piece of fruit Granola bar
THURSDAY	Granola + Greek yogurt	Seasonal salad	Chicken wrap	1 piece of fruit Chopped raw veggies Greek yogurt
FRIDAY	Overnight oats	Chicken salad sandwich	Treat yourself!	Chopped raw veggies

2/3

the number of Canadian adults considered overweight or obese¹

#1

rank diet falls in the list of risk factors for chronic diseases²

30

% of food budget Canadians spend buying meals (such as at restaurants, cafeterias, and vending machines)³

Remember, when you eat out, you don't have control over what goes into your food. High sodium and refined sugar content, poor quality fats, and preservatives are some of the key ingredients in many take-out meals.



MILLENNIALS care about their health. A lot. The Canadian Millennial Survey identified the following as their primary concerns:



Another thing millennials care about? Mindfulness. Mindfulness is defined as a mental state achieved by focusing one's awareness on the present moment, while still acknowledging their feelings, thoughts and sensations. But how can we be mindful if we are plagued with so many stressors each day?

Prioritizing fitness and nutritional health can help millennials be mindful when it comes to work – like that major project they've been doing all month.

Millennials are also essential ambassadors for their companies. They tell friends about the perks of their job, and share on social media when they are treated well (#joblove), and poorly (those pesky glassdoor reviews).

When organizations integrate resources that provide employees with long-term benefits, such as physical fitness, mental health support or goal planning, millennials are more apt to recommend their employers to others and work harder at their jobs. Essentially, millennials also act as gatekeepers to some great talent!

MILLEN -NIALS



MINDFULNESS

CHECKLIST FOR EMPLOYEES

DAILY MINDFULNESS

MORNING:

- ☐ Download a meditation app to your phone like:
 - The Mindfulness App
 - Headspace
 - Calm
- ☐ Do something that makes you happy like:
 - Sit down with a hot cup of coffee or tea
 - Dance around your kitchen while making breakfast
 - Read the paper or your news app
 - Exercise

DURING WORK:

- ☐ Go for a 15-minute walk around the block
- ☐ Eat lunch away from your desk
- ☐ Exercise

EVENING:

- ☐ Meditate in the evening if that fits your schedule better
- ☐ Read a book for 30 minutes
- ☐ Curl up with a loved one and talk about your day, or simply hug it out
- ☐ Keep a gratitude journal – write down 3 things you’re thankful for each day (hey, it worked for Oprah and Tony Robbins!)
- ☐ Disconnect from screens 1-hour before bed (yes, this includes email, Netflix, and social media)

WEEKLY MINDFULNESS

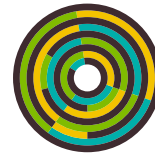
- ☐ Prepare your lunches, even if it’s only for 4 days because, by Friday, you deserve to treat yourself
- ☐ Pick out clothes for your work week on Sunday

- ☐ Spend time with family and friends – make sure you schedule it as a priority
- ☐ Take a hot bath – add in epsom salts for extra stress relief
- ☐ Be creative! Try a new fitness class or another new activity
- ☐ Hit the gym for 30 minutes, at least three times a week (or, when it’s sunny, get outside)

YEARLY MINDFULNESS

- ☐ Use your vacation time
- ☐ Set fitness goals for your year (be realistic to your current starting point!)
- ☐ Volunteer – you’ll feel good about doing something for others, and maybe meet new people

OUR PROGRAM



**STEVE NASH
FITNESS WORLD
& SPORTS CLUB**

Steve Nash Fitness World and Sports Club (SNFC) offers a variety of ways for individuals to meet their personal health goals, all catering to the needs of each member.

With 23 locations across British Columbia, SNFC is easily accessible to many of the province's residents. Each location offers programs like personal training and group fitness classes to ensure members can find exactly what works for them.

Providing employees with resources for better personal health, can help improve productivity. Whether it is access to group fitness, personal training sessions, discounted memberships, or free goal planning sessions, employees are more likely to embark on their fitness journey when they are supported. Upon signing up, each new member receives a **free personal training session** and a **free nutritional consultation**. Members also have access to benefits including discounts at New Balance, Nike, Freshii, and Qoola.

IMPROVEMENT IN HEALTH CAN RESULT IN:

- Less sick days taken by employees, for physical illness and mental health
- More alert workers who are more creative and productive
- Friendship between colleagues as they work toward fitness goals together
- Challenging each other both in fitness goals and corporate goals
- Motivation to reach personal goals in and out of the office



CONTACT OUR CORPORATE TEAM

SNFC offers exclusive corporate rates, group fitness classes, personal training, and nutrition guidance so your employees are supported in their health and fitness goals.

**ENQUIRE
TODAY**

CORPORATE.SNFC.CA

BC'S LARGEST FITNESS PROVIDER SINCE 1959

23 LOCATIONS & GROWING

900+ WEEKLY GROUP FITNESS CLASSES

15 CLUBS WITH CHILD-MINDING

11 CLUBS WITH LADIES-ONLY AREAS

FREE GOAL ASSESSMENT

FREE NUTRITION CONSULT

STEVE NASH FITNESS WORLD & SPORT CLUB

ABBOTSFORD
BRENTWOOD
CAMBIE
COQUITLAM
DELTA
DOWNTOWN

DOWNTOWN EXPRESS
HOWE AND DAVIE
KELOWNA
KINGSWAY
KITSILANO
LANGLEY

LONSDALE
LOUGHEED
MARINE GATEWAY
MORGAN CROSSING
NORTH SHORE
PARK ROYAL

RICHMOND FW
RICHMOND SC
SURREY
VICTORIA
YALETOWN EXPRESS



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