

# Renew My Organization

Resources for Implementation of Organizational Health Promotion Initiatives



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# Developing Organizational Health Promotion Initiatives: Intervention Specific Initiatives

Each of the evidence-based interventions will have identified model organizational programs listed, as well as expert recommendations listed for three levels of organizational implementation (listed below). Health promotion initiatives are listed in a leveled format so that organizations can select initiatives based on the roles of administration required, whether through time, funds, or resources, to support a given initiative.

**Level 1:** Acknowledge, participate and support healthcare employee participation in health promotion activities, whether individual, group activities or workshops at your organization.

**Level 2:** Support the time, location, and funds necessary to conduct health promotion activities at the local healthcare organization.

**Level 3:** Develop policies and collaborations to support local, state, national outreach for health promotion initiative promotion among health care employees.

## Evidence-based Interventions

(Click to visit a specific intervention or Scroll below for all of them)

[Active Rest](#)

[Omega-3 Fatty Acids](#)

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# Active Rest Specific Initiatives

Expert Recommendations for Organizational Promotion of Active Rest		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> <li>• Offer active rest programs to employees to participate.</li> <li>• Encourage team/unit leaders to experiment with active rest programs for the team (team goes together so many times a week to institution sponsored programs). Offer active rest programs throughout shifts to provide opportunity for participation across 24- hour period.</li> </ul>	<ul style="list-style-type: none"> <li>• Initiate formal program as described in articles. Study impact on employee metrics (physical, emotional, productivity, presenteeism). Normalize/incentivize expectations for participation.</li> </ul>	<ul style="list-style-type: none"> <li>• Consider and advocate for employee wellness as a necessary condition for sustained productivity, employee satisfaction and tenure and safe, effective patient care.</li> <li>• Integrate expectations to offer and participate in resiliency-based interventions as part of leadership and employee evaluations.</li> </ul>

## Example of an Organizational Program for Promotion of Active Rest:

- Active Rest programs were implemented and studied across several worksites in different experimental - control group studies. Program 1 consisted of 11 workplaces among white collar workers, Program 2 consisted of 31 workplaces. **The Active Rest program consists of a 10-minute stretching-exercise program that was offered to work teams 3-4xs a week.** Program 1 had a 10 week duration; Program 2 had an 8 week duration.
  - **Program 1 reference:**  
Michishita, R., Jiang, Y., Ariyoshi, D., Yoshida, M., Moriyama, H., & Yamato, H. (2017). The practice of active rest by workplace units improves personal relationships, mental health, and physical activity among workers. *Journal of Occupational Health*, 59(2), 122–130.
  - **Program 2 reference:**  
Michishita, R., Jiang, Y., Ariyoshi, D., Yoshida, M., Moriyama, H., Obata, Y., Nagata, M., Nagata, T., Mori, K., & Yamato, H. (2017). The Introduction of an Active Rest Program by Workplace Units Improved the Workplace Vigor and Presenteeism Among Workers: A Randomized Controlled Trial. *Journal of Occupational and Environmental Medicine*, 59(12), 1140–1147.

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# Omega-3 Fatty Acids Specific Initiatives

Expert Recommendations for Organizational Promotion of Omega-3 Fatty Acids		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> <li>Discussions/teaching on learning how to cook foods with Omega-3 Fatty Acids.</li> </ul>	<ul style="list-style-type: none"> <li>Cooking workshop for foods rich in Omega-3 Fatty Acids.</li> </ul>	<ul style="list-style-type: none"> <li>Provide food rich in Omega-3 Fatty Acids in local cafeteria, along with marking for the foods containing Omega-3 fatty acids for easy selection.</li> </ul>

Example of an Organizational Program for Promotion of Omega-3 Fatty Acids:

- Go for Green™ Dining Facility Nutrition Education Program - [https://quartermaster.army.mil/jccoe/operations\\_directorate/quad/nutrition/G4G\\_Procedures\\_Sept\\_2012.pdf](https://quartermaster.army.mil/jccoe/operations_directorate/quad/nutrition/G4G_Procedures_Sept_2012.pdf)

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# Physical Activity Specific Initiatives

Expert Recommendations for Organizational Promotion of Physical Activity		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> <li>Teaching on importance of physical activity.</li> <li>Participating in physical activity daily during breaks as a small group at work.</li> </ul>	<ul style="list-style-type: none"> <li>Implement formal physical activity groups at work.</li> <li>Offer classes for employees during lunch break and other breaks.</li> <li>Having walking groups that meet at various times during the day.</li> </ul>	<ul style="list-style-type: none"> <li>On-site recreation equipment.</li> <li>Paid membership or discount to local gym.</li> </ul>

## Example of an Organizational Program for Promotion of Physical Activity:

- A study by Mitchell et al (2016) examined the impact of health promotion programs on employee retention by looking at employed health plan members over a 4-year period. Employee retention rates were found to be significantly higher for 5 out of 6 samples of program participants when compared to non-participants.
- Jenkins and Sherman (2020) found that nonparticipation in organizational wellness activities was associated with a significantly increased risk of employee turnover in the next calendar year. Wellness activities included topics such as **physical activity**, tobacco cessation, and stress reduction.

## References

- Jenkins, K. R., & Sherman, B. W. (2020). Wellness Program Nonparticipation and Its Association With Employee Turnover. American journal of health promotion : AJHP, 34(5), 559–562.  
<https://doi.org/10.1177/0890117120907867>
- Mitchell, R. J., Ozminkowski, R. J., & Hartley, S. K. (2016). The Association Between Health Program Participation and Employee Retention. Journal of occupational and environmental medicine, 58(9), 896–901. <https://doi.org/10.1097/JOM.0000000000000820>

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# Sleep Specific Initiatives

Expert Recommendations for Organizational Promotion of Sleep		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> <li>Presentations on sleep hygiene and structured napping to educate healthcare providers and staff about the benefits of healthy sleep behaviors.</li> </ul>	<ul style="list-style-type: none"> <li>Create a workplace staff "sleep challenge" that enables people to practice and record the sleep hygiene behaviors they are learning about.</li> </ul>	<ul style="list-style-type: none"> <li>Purchasing products that can be used to support healthy sleep habits in the workplace. For example, napping pods, or creating a sleep lounge. Adopting policies and practices that permit appropriate napping without stigma.</li> </ul>

## Example of an Organizational Program for Promotion of Sleep:

- Residency programs have implemented **structured napping** and the results are promising. Although the studies are few and contain small numbers of participants, randomly assigning residents (IM) to take **a brief nap was associated with fewer cognitive errors and improved perceived alertness** (Amin et al., 2012).

## References

Amin, M. M., Graber, M., Ahmad, K., Manta, D., Hossain, S., Belisova, Z., Cheney, W., Gold, M. S., & Gold, A. R. (2012). The effects of a mid-day nap on the neurocognitive performance of first-year medical residents: A controlled interventional pilot study. *Academic medicine: Journal of the Association of American Medical Colleges*, 87(10), 1428–1433.  
<https://doi.org/10.1097/ACM.0b013e3182676b37>

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# Yoga Specific Initiatives

Expert Recommendations for Organizational Promotion of Yoga		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> <li>Teach the three basic components of Yoga</li> </ul>	<ul style="list-style-type: none"> <li>Creating space and time for the practice.</li> <li>Have events that encourage the practice</li> </ul>	<ul style="list-style-type: none"> <li>Yoga studio discounts or membership.</li> <li>Incentive for routine practice</li> </ul>

## Example of an Organizational Program for Promotion of Yoga:

“There was a significant increase in happiness after a **yoga practice of 20 minutes among students and faculty/staff.**

Although participant happiness scale scores increased significantly in each session, the **overall happiness** over the course of the 3-week study did not significantly increase. This study and its implications is a major step in the forward direction of establishing yoga’s position in academia as a scientific therapeutic method for well-being and mental health. We conclude that the overall **happiness scale improves significantly** if yoga is practiced daily (Lam, et al., 2023).

“This project showed that an online yoga and mindfulness intervention **significantly improved the stress** levels of the NLRNs post intervention and that they were able to achieve **self- efficacy** by using this information to **mitigate stress both at work and at home** (Presler, et al., 2023).

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Presler, C., D’Auria, J., Strubin, J., Zomorodi, M. (2023). Every breath you take: Incorporating a yoga and mindfulness intervention into a new nurse residency program. *International Journal of Yoga Therapy*, 33 (s1), 1–24. doi: <https://doi.org/10.17761/1531-2054-33.s1.1>

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