

pAWI WORKSITE WELLNESS FINAL EVALUATION

SITES: BRFSD, D&S, Hart Tie, Regal Beloit & Ho-Chunk Majestic Pines

DATE: January 2009

Total Evaluations returned: 107

Participants completing: 185

57.8% Return

1. PROGRAM IMPORTANCE

a. With 1 being not important at all and 4 being extremely important, please rate **how important** this program was in helping you make a desired health behavior change?

	Not important-----extremely important					Average Score
	1	2	3	3.5	4	
BRFSD		3	18	1	24	3.5
D&S			8	1	8	3.5
Hart Tie (no programming)		2	1		5	3.4
Regal Beloit			5		10	3.7
Ho-Chunk Majestic Pines		1	5		15	3.7
TOTALS	1	6	37	2	62	3.5

out of 4

b. Please circle the areas of positive behavioral change(s) that have occurred since programming began 0-2 years ago (you may circle more than one):

Fitness/Activity	Nutrition	Tobacco Use	Stress Management	None Selected
73	72	11	27	9
68.2%	67.3%	10.3%	25.2%	8.4%

None selected: BRFSD - 5, Hart Tie - 2, Regal Beloit - 2

2. MOTIVATION

Have you been able to keep **motivated** to maintain your desired health behavior change(s)?

1 Not much	2 Sometimes	3 Most of the time	4 Yes	Average Score
7	41	52	7	2.6

out of 4

If not, why?

I don't know. Personal, too busy, work stress. Hard to find the time to cook the right foods all the time. Not enough time. Jan 1st was my starting point - been doing pretty well (so far) this will be motivating. It's a constant thing-I'm weak:(. Working full-time and going to school part-time. Busy schedules, no willpower. Making time. Time & feet are sore by end of teaching day. I got lymes over the summer and it messed up my knee. I need continual motivation. Can't do everything I need to - shift changes make it difficult at times. The amount of other activities going on in my life (other responsibilities) x 2 ... things have gotten pushed back (again). Poor choices with food when eating out and in teachers' lounge.

3. WEEKLY CHALLENGES

During the program, were the weekly challenges effective in keeping you motivated?

1 Not much	2 Sometimes	3 Most of the time	4 Yes	Average Score
6	40	32	28	2.8

If not "Yes", what types (if any) are most appealing to you?

(1 blank) out of 4

Individual things I set for myself. Classes where we can participate more or interact with each other. None. I liked the recipes. Sometimes they were depressing to see how much sugar I ate, or how little I exercised etc. We were on a team so we didn't want to let anyone down. Extra motivation always helps. Healthy eating ideas. When we could work as a team - not individual. Teams and contests. Team. I kept forgetting. All appealing - it just became a time factor. Too much time between "checking in" - it was easy for me to lose track of what I was doing. Quick turnaround meant no time to procrastinate. I am very self-motivated - did not like paperwork so did not see the importance for me to document it. My life, both professional & personal, overshadow my personal needs... also, family concerns. Drawings are appealing - intrinsic health benefits also.

4. INCENTIVES

During the program, were the incentives effective in improving your participation?

1 Not much	2 Sometimes	3 Most of the time	4 Yes	Average Score
12	29	30	35	2.8

(1 blank) out of 4

If not "Yes", what types (if any) are most appealing to you?

Not certain incentives mattered in my participation. The incentives were nice, but since I wanted to change the incentives did not effect me one way or the other. Personal, individual things I do for myself. I need to have the power within myself to change. Everyone likes gifts. Teams and contests. I really enjoyed the Poker Walk just for the whole plant participating. Very fun! Yahoo! They were great. All were great. (Yes) But I would have done them w/o incentive. Appealing but time was a factor. Fitness equip. \$\$, but even with that, I struggle making time to change my routines. It depends on the challenge and how relevant I felt it was for me. I am not a material person. They weren't needed but it made it funner.

To determine your readiness to change your health habits, please answer the following:

5. Fitness/Exercise

I currently do <i>not</i> exercise regularly and I am currently not thinkg about starting. (1)	0	0%
I currently do <i>not</i> exercise regularly and I am currently thinking about starting. (2)	9	8.4%
I exercise occasionally. (3)	54	50.5%
I exercise routinely and have done so for less than six months. (4)	10	9.3%
I exercise routinely and have done so for six or more months. (5)	34	31.8%
Total average:	3.6	out of 5

6. Nutrition

I currently do <i>not</i> eat well balanced meals and I am currently not thinking about changing my eating habits. (1)	2	1.9%
I currently do <i>not</i> eat well balanced meals and I am currently thinking about changing my eating habits. (2)	5	4.7%
I eat well balanced meals occasionally. (3)	47	43.9%
I eat well balanced meals and have done so for less than six months. (4)	17	15.9%
I eat well balanced meals and have done so for six or more months. (5)	36	33.6%
Total average:	3.7	out of 5

Comment: *I just eat more than I should, but I have improved drastically. I just need to exercise more... my bad knee is not helping matters.*

7. Tobacco Use

I currently use tobacco products and I am currently <i>not</i> thinking about quitting. (1)	1	1%
I currently use tobacco products and I am currently thinking about quitting. (2)	8	7.7%
I have attempted to quit using tobacco products. (3)	6	5.8%
I have quit using tobacco products for less than six months. (4)	3	2.9%
I have quit using tobacco products for six or more months. (5)	23	22.1%
I have never used tobacco products. (6)	63	60.6%
(3 blank)		
Total average:	5.2	out of 6

8. Stress Management

I currently do <i>not</i> use stress management techniques and I am currently not thinking about starting. (1)	21	20%
I currently do <i>not</i> use stress management techniques and I am currently thinking about starting. (2)	9	8.6%
I use stress management techniques occasionally. (3)	49	46.7%
I use stress management techniques and have done so for less than six months. (4)	8	7.6%
I use stress management techniques and have done so for six or more months. (5)	18	17.1%
(2 blank)		
Total average:	2.9	out of 5

9. Would you recommend holding a wellness program at your worksite again? **Yes: 101** **No: 4**
 96.2% 3.8%

(2 blank)

If there are any specific changes you would recommend, please note:
I would like more on nutrition. More group activites. More time. Time - 3 trip a day bus driver. More competition either with people who work together or other businesses. More workout routines. Make the first few sessions mandatory - then optional after that. More on how to start a fitness routine and what to do. After completing class - maybe once a month group meeting to keep on track? Start with the weight right away as then you are very motivated. Try to hold them in the same location every week, it was sometimes hard to find the meetings. The exercise portion was about people who were limber etc... some of us can get down on our knees but need help to get up. Could be more ideas for older employees. Not during the school day. If a person is motivated to change, s/he will... schedule was a problem for me. Timing over the holidays was rough for me. Hard to get out of class for sessions. Keep the times that were advertised at the introduction of the program so people that commit know the times.

10. How often would you recommend holding wellness programming at your worksite?

Monthly or more often	41	39.8%
Every 6 months	18	17.5%
Yearly	38	36.9%
Other	6	5.8%

Bi-monthly; 1/semester; Every couple years (x2)
When requested
 (4 blank)

11. Overall, how would you rate the effectiveness of the programming?

Not effective for me, not interested in healthy habits. (1)	0	0%
Effective during programming but did not last long afterwards (how long would you say it lasted for you? (2) <u>2 mos, 3 mos, 6 mos(x2)</u>	9	8.6%
Effective during programming and have maintained some positive behavioral change.(3)	68	64.8%
Effective during programming and have maintained all or most positive changes. (4)	16	15.2%
Effective although I have always maintained healthy habits. (5)	12	11.4%

(2 blank)

Total average: 3.3 out of 5

12. Your employer?

BRF School District: 46 D&S Manufacturing: 17 Hart Tie & Lumber: 8
 Regal Beloit: 15 Ho-Chunk Majestic Pines: 21

Comments:

a) BRFSD This was so great - especially the fact that our employers supported this. I appreciated that resources were all local and easily accessible. This was a great program and enabled me to continue healthy choices. It was rewarding to realize our employers valued our health. It was much easier to do and maintain a program when you are a part of a group that meets regularly, even if only once a month. Keep up the good work. Helping a few to achieve can be a good example for others to see. I enjoyed going last year. Its always good to keep being reminded. It worked great for me while I was in it but then I slowly went back to my old ways. It is always motivating to do programs like this with a group - workplace groups ar good 'cause that is where & with whom we spend daytime hours. This particular program was run effectively & efficiently...the personnel involved were knowledgeble & more than helpful ...the range of topics covered was complete! It was a very rewarding program. I enjoyed the whole time doing it. It would help me if it had continued so I have to report to someone. Easy for me to fall off the program. I need more self control. I really like the program. It keeps me on my toes and aware of my need to continue exercising and to eat well. I believe that continued awareness of all of these topics is so important for anyone who is busy to help be reminded. I loved this program - thanks again. Participating in this wouldn't have been possible if Mr. Warmke wouldn't have allowed us to have the flexibility to attend. Also, co-workers were willing to cover for us. It was convenient for me at Third St but I could see where it could be harder to attend if you worked at a different school. Or did you go on-site? The program was fun & informative. I enjoyed being a part of it. My New Year's resolution was to exercise more & I have gotten a good start w/membership to Lunda Center & will try to participate in weekly classes. I definitely changed my lifestyle during the program. I felt better about myself, lost weight and seemed to have more energy. Now at times I find myself not eating the greatest and not sleeping like I should. I am able to pull things back into my life I remembered from the class to get back on track. Overall I am still 25# lighter than I was when I started the program.

I enjoyed the program while I participated. Topics gave useful info and incite into areas not thought about before. Need the "magic" to keep mind willing to keep up with good eating habits. Programs such as this one help me to incorporate healthy options into an extremely busy life - I am always looking for ways to improve my quality of life & I like the overall approach that encompasses nutrition, exercise, stress management etc... It was good info & spanned a lot of areas. It would be nice if the BRFS had their own wellness program that was maintained all year round w/weekly or monthly meetings and incentives. Very informative - very broad... there were many topics and sometimes I felt they weren't relevant to me (I knew that going into the program). I would suggest having "focus groups" - i.e., if there were people interested in fitness, then maybe they could be a small group and focus on that topic... overall, I was happy with the program and am glad that I participated. Thank you!! (x many) The nutritional information on reading labels and cutting fats/calories will not only add quality years to my life, but my children's lives as well. Thank you for everything!! The rest is up to me! I really enjoyed the program... the facilitators and speakers were very good! I think it was hard for us to leave our job site - personally, the district was great about releasing us... I would be willing to meet outside of work time. I was looking for stress mgt ideas and got them... Thanks! As far as the fitness & nutrition sessions, I felt they were geared towards the sedentary beginner, which was great! I applaud everyone's efforts with the program. I would like some kind of regular program... personal trainers periodically, challenges...??

- b) D&S The program was helpful to me by maintaining a healthful eating and fitness regime. This program is the first one I have been to that helped create the kind of culture that would reinforce changes that we were trying to make. It also helped keep the dialog and continuous presence necessary for extended change. Good job. For me it was nice to get that little extra push or reminder to be aware of what I was doing or not doing as well I should have been. Its also fun to hear other people's stories and get suggestions. Make initial sessions mandatory- then optional-likely to have a higher participation *More info to go home to spouses; possible to have some spousal classes* Have employer contribute more to incentives as employer will benefit from results too.
- c) Regal Beloit The people presenting this wellness initiative were exceptional. Smart, caring, refreshing, motivating - just SUPER! Truly a rewarding way of gaining self-help in so many varying avenues. Keep participants participating. Many didn't show up for lots of meetings & activities. And those that were'n't chosen may have liked to taken part & would have showed up. It's helpful to be in a group working towards similar goals. The nutritional food plans were ok and informative but hasn't really kept me to continue with following through the program, because of high prices at the grocery store, and only to be able to purchase less expensive food items which may be less nutritional. Thanks for free meds for help quit smoking. Very good help out big time with eating habits. Great information - Great program. It was very helpful & made me aware of lots of things I didn't know.
- d) Majestic Pines Thank you for your help in getting me started. It will be great to start this new program. This is a beneficial program and if you are not able to implement all of the useful tools offered at that time you can keep them in a binder as we did and use them as you are able. (I quit smoking 1 year ago & now will start working on exercise & healthy eating. Thank you all!) The program was beneficial to me because it re-enforced positive changes. I think the program should be held at least once a month. It helps keep you focused. It's great that co-workers (who we spend a lot of time with) can share in shome common goals. It was fun to learn about eating good food. The nutrition facts and weekly challenges were very helpful. I would have recommended to have classes more frequently. Love the ideas for recipes. Real easy. Could use more. I felt the program was very helpful to bring into the forefront the importance of taking better care of myself. There were many nutritional facts I never knew & the guidance to do better was important. There was a lot of information - those that attended I heard good comments from. Changing the time would help w/schedules & business on floor. This program is a very good idea, hope more people at MPC & myself will be able to continue. Very interesting to see my lab and biometrics. I felt that the program was very helpful for me because I learned about good nutrition and exercises that helped me lose weight. People who made the presentations were very knowledgeable and gave good info - didn't get much out of the chiropractors presentation though. Thanks for the opportunity to learn. I think if we could be given examples of what to cook to try to change eating habits and participated in different types of stress management/exercise for the hour we spent together it might have motivated to stick with the program longer. The program was very good just did not motivate me all the time. Every week there was a new presentation so I didn't get bored. I learned about mostly everything new each week about food, portion, and exercise etc... I am very very glad I signed up for this! I liked it - very informative.