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## Fitness Self Tracking gave "ownership" to Hospital Employees

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## Sedentary: 50% of Employees



How many of PAH employees  
exercised 3X/week?

**27.3%**

dr yen ang/WAW fitness tracking

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## Motivation



External motivation:  
important at beginning of behavior change

## What we had so far for employees

1. Aerobic dance classes
2. Gym
3. DIY Exercise
4. Free Exercise Machines

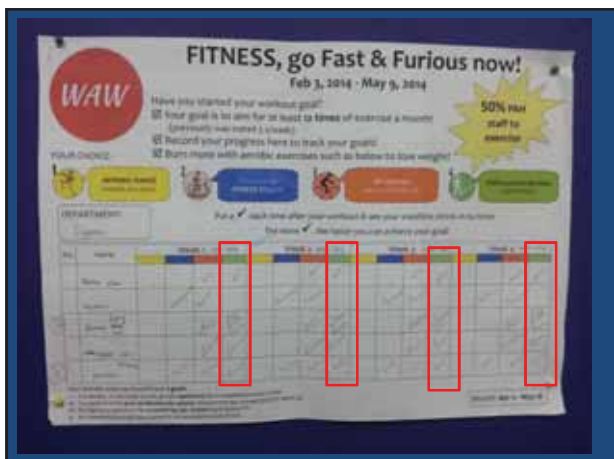
- How to motivate?
- How to keep them motivated?
- How to monitor progress?

## Accountability

- Someone else other than you
- Something else other than you







### Fitness Self Tracking: how did it work?

- Started Feb ended May 2014.
- Every participating department got one chart
- Every month or 4 weeks a new chart
- Interdepartmental competition
- Department Leader

### Fitness Self Tracking: how did it work?

- The Department that has the highest number of staff that meets the goal
- The person that clocked in the highest number of entries the
- Goal: exercise 3 times a week or 12 x / month
  - Personal winners: Top 3
  - Group (department) winner (1X)
- Regular updates in email and Department Head meeting

### Who signed up?

- Out of 1100 employees, 348 employees or one in every 3 employees (31.6%) signed up for the fitness tracking
- 33 out of 58 departments (57%)

### Weekly reminders

Tips to exercise at work

From: Cheri Felt-Lee  
 Sent: Wednesday, December 10, 2014 4:07 PM  
 To: All Staff  
 Subject: Tip to exercise at work

**Don't wait, the time will never be just right...Napoleon Hill**

**TODAY JUST GET UP AND GO, BECAUSE YESTERDAY, YOU SAID TOMORROW.**

### Weekly reminders

WAW Fitness: DIY Exercise

From: Cheri Felt-Lee  
 Sent: Tuesday, March 10, 2015 9:02 AM  
 To: All Staff  
 Subject: WAW Fitness: DIY Exercise

**DIY Exercise**  
 Jog or cycle, walk, etc!  
 30 to 60 minutes per session  
 3-5 times per week

Exercise isn't just good for your body – it's good for your soul. If you feel a bit down, get up and get moving. These quotes might help:

**A vigorous five-mile walk will do more good for an unhappy but otherwise healthy adult than all the medicine and**



### Results

- Total # employees who achieved the goal (exercise at least 3x/week) was 207, or 59% of those who enrolled in the tracking activity
- 19% of all employees of the hospital
- Most people chose the DIY, and stair climbing

**Monthly Achievers**

### Recognition & Award

- Monthly: to keep people excited and engaged
  - Anyone who achieved 3X a week got a prize
  - Every month about 150 people or half of those who signed up achieved the goal we set for them
- At the end:
  - Top 3 winners (Cash)
  - Top Department

### Recognition & Award

Best trackers:  
Individual and Group

### Ice cream Rewards



### Conclusion

- Interdepartmental competition: excitement
- Camaraderie within the team members
- Everyone has the same goal
- Everyone is responsible for the “team” goal and success
- Accountability works!
- “Ownership”—allowing people to track their own progress, and achieve their goal
- Empowerment
- Motivation

### Savage Chickens

By Doug Savage

