

**Title of Intervention:** Working Well Trial

**Intervention Strategies:** Environments and Policies, Campaigns and Promotions, Individual Education

**Purpose of the Intervention:** To improve access to healthy food, nutritional information at work and social norms regarding dietary choice

**Population:** Employees from manufacturing, communication, public service and utilities organizations; primarily white and blue collar

**Setting:** Worksites in 16 states; worksite-based

**Partners:** The National Cancer Institute, the Fred Hutchinson Research Center

**Intervention Description:**

- **Environments and Policies:** An advisory board was formed, consisting of members from all occupation levels of the organization. Members of the advisory board met regularly with appropriate members of management to assist in the development of policies. Interventions aimed at improving the nutrition environment varied according to whether the worksite had a cafeteria. Board members and food service personnel were encouraged to assess their particular situations, identify opportunities to change in a more healthful direction and implement those changes. Where opportunities to obtain food existed at the workplace, attempts were made to make healthy choices more accessible by providing healthy snacks in vending machines and at company events.
- **Campaigns and Promotions:** Employees modified traditional family recipes to meet low fat, high fiber criteria and then shared them at worksite-wide taste tests and recipe contests. Contests, such as Name the Fruits and Vegetables, gave employees an interactive way to learn about key nutrition messages in a positive, entertaining manner.
- **Individual Education:** Self-assessment programs, such as Rate Your Plate, allowed participants to create nutrition goals.

**Theory:** Transtheoretical model

**Resources Required:**

- **Staff/Volunteers:** Employee advisory board
- **Training:** Not mentioned
- **Technology:** Not mentioned
- **Space:** Not mentioned
- **Budget:** Not mentioned
- **Intervention:** Healthy options for vending machines and company events, quizzes, recipes, taste test supplies
- **Evaluation:** Surveys

**Evaluation:**

- **Design:** Randomized controlled trial
- **Methods and Measures:**
  - Self administered surveys assessed access to foods and workplace support from employers and coworkers
  - Organizational informants' completed a questionnaire

**Outcomes:**

- **Short Term Impact:** The intervention had a significant impact on the normative environments at the worksites in terms of perceived co-worker support and management concern.
- **Long Term Impact:** Informants at the intervention sites were almost twice as likely to report that some improvements in the nutrition environment had occurred. Employees' reports of access to healthy foods and nutritional information at work indicate that the improved nutritional environment was apparent to them.

**Maintenance:** Not mentioned

**Lessons Learned:** Because over 60% of the adult population in the United States is employed, the workplace has been identified as one of the most effective channels for reaching adult populations. Additional reasons that the workplace is a viable site for health promotion programs include the opportunity to make environmental and structural changes that support the educational messages and the ability to provide social support for health enhancing behaviors. Achieving health promoting changes in worksite environments is an important challenge for public health practice.

**Citation(s):**

Biener, L., K. Glanz, et al. (1999). "Impact of the Working Well Trial on the worksite smoking and nutrition environment." *Health Educ Behav* 26(4): 478-94.

Heimendinger, J., Z. Feng, et al. (1995). "The Working Well Trial: baseline dietary and smoking behaviors of employees and related worksite characteristics. The Working Well Research Group." *Prev Med* 24(2): 180-93.