
Be-Hipp

Be Engaged: Help Integrate Protection/Promotion

*Using Health Counseling to Integrate the
Delivery of Health Protection
and Health Promotion Services*



HEALTHIER WORKFORCE
CENTER FOR EXCELLENCE

Project Background

Health promotion will be integrated with health protection to reach health goals for employees who:

- **Are in routine clerical/office service occupations**
- **Are at higher risk of work-related disorders**
- **Have a higher prevalence of lifestyle-related risk factors than professional job classes**
- **Are at higher risk of musculoskeletal disorders of the upper extremity and lower back**
- **May respond well to ergonomic intervention**

Background Behavior Models

Transtheoretical Model (Stages of Change):

- Precontemplation - *not thinking*
- Contemplation - *thinking*
- Preparation - *getting ready*
- Action – *doing*
- Maintenance - *staying*

Motivational Interviewing (Client-centered counseling that explores and resolves ambivalence)

- Build motivation for change
- Strengthen commitment to change

Psychological Assets for Successful Behavior Change

- Self-Efficacy
- Locus of control
- Overcoming barriers
- Perceived threat
- Outcome expectancy
- Health value
- Perceived social support

TRP-3's Redesign

- Individual sessions changed to monthly group luncheon sessions
- Clerical/office workers only (custodial and groundskeepers unavailable)
- Counseling strategies focus on building the motivation of participants in early stages of change
- RDs facilitate groups
- Number of participants changed from 450 to 280 (budgetary and time constraints)
- UI started with second site added

Be Hipp



Specific Aim 1

Determine if health counseling via an integrated, health protection and health promotion program can

- reduce absenteeism and**
- reduce the rate and total cost of workers' compensation claims for upper extremity and back injury**

among clerical workers at risk for back and upper-extremity disorders.

Specific Aim 1: Outcomes

- **Primary Hypothesis**

Participants in Be Hipp intervention will show lower rates of absenteeism when compared with the control group

- **Secondary Hypothesis**

Participants in Be Hipp intervention will have a lower rate and total cost of workers' compensation claims for upper extremity and back injury compared with the control group

Specific Aim 2

Determine if integrated, health protection and promotion delivered via health counseling can lead to improved physical, mental, and overall health over a 3-year period when compared to a control group.

Specific Aim 2: Outcomes

Participants in Be Hipp intervention will, when compared to the control group, have better:

- **physical health**, measured by higher scores in the SF-36 Physical Component Summary (PCS) scale
- **mental health**, measured by higher scores in the SF-36 Mental Component Summary (MCS) scale
- **overall health**, measured by higher scores on the domains of the SF-36 (physical functioning, bodily pain, general health, social functioning, emotional and mental health)

Design and Methods

Study sample: N=280 clerical/office employees

- **N=140 randomized to Intervention Arm**
- **N=140 randomized to Control Arm**

Exclusions: extensive food allergies, planning to retire or move within 3 years, currently participating in organized lifestyle intervention

All participants must sign consent form

Do you ache
for your job?



Want to
Be Hipp?



What do these have in common?
Ergonomics/Good Food/Stress Management

**At the end of the day,
are you and your
work station friends?**



Design and Methods: Baseline/Annual Data

- **On-line survey**
 - **Health Risk Appraisal**
 - **SF-36**
 - **Nordic**
 - **Demographic**
 - **Job Content Questionnaire (Karasek)**
 - **Workers Limitation Questionnaire (added after last advisory meeting)**

Design and Methods: Control Arm

Control Arm participants:

- Receive quarterly newsletters regarding health promotion and health protection topics

Design and Methods: Intervention Arm

Intervention Arm participants:

- Attend *monthly group luncheon sessions* to facilitate health promotion/health protection
- Address topics including ergonomics, physical activity, nutrition, and stress management

Intervention - Year 1

Goals of the *monthly group luncheon sessions* are:

- to enhance group cohesion by establishing ground rules, fostering bonding, and building trust
- to build motivation for change starting with non-threatening topics such as ergonomic tips, food sampling/recipes, stress/time management

Monthly Group Luncheon Session 1

- Served buffet luncheon with recipe (*Modeling*)
- Introduction: reviewed purpose, timeline, and ground rules (“parking lot”) (*Motivational Interviewing*)
- Ice breaker: shared names and one thing for which their hometown is famous (*Clinical Trial Experience*)
- Ergonomics byte: topics included computer monitor height and distance (*Evidence-based*)
- Homework assignment: designed to increase awareness of their worksite ergonomics (*Stage of Change Theory*)

Food bytes (bites)

Quick Turkey Chili with Toppings:

- Fat-free sour cream
- Lite shredded cheddar cheese
- Fresh chopped cilantro
- Oyster crackers

Fat-free Cornbread

- Margarine
- Honey

Water, Tea

Fresh Fruit



Ilona Lichty, Women's Health Initiative dietician, shares healthful eating tips with participants.

Homework Assignment

Session 1

Check out your monitor

Height – Is the top edge of your monitor....

- _____ above eye level?
- _____ at eye level?
- _____ below eye level?

Distance – Using your arm to measure, with your back against the back of your chair, stretch out your arm and note, is your monitor...

- _____ right at your fingertips?
- _____ closer?
- _____ farther?

What, if anything, did you change?

Monthly Group Luncheon Session 2

Homework assignment discussion:

“I learned that my computer monitor was too high. After lowering it, I noticed less neck and shoulder strain.”

“I shared the eye level and arm’s length monitor training with some of my fellow employees.”

Session 2 Discussion Topics

Wellness in the Media

- How do media messages impact health behaviors?
- Explore positive and negative influences

Future Session Topic Survey

- Reviewed possible topics, elicited feedback, and voted on favorites

Session 2 Survey Results

1. **Fit physical activity recommendations with life**
2. **How to talk so others listen**
3. **Snacking for energy**
4. **Building motivation**
Breakfast
5. **Stretches**
Sleep Hygiene
Satiety

QUESTIONS or COMMENTS?

Thanks!