

# Step 2: Set Measureable Objectives & Brainstorm Solution Activities

## Health & Safety Goal /Objective

Reduce the rate of neck, shoulder, and back pain in office workers.

### Solution #1

Improve office workers' comfort and "fit" with their work stations

### Solution #2

Establish rest breaks and routines to vary posture throughout the work day to minimize strain from heavy computer use.

### Solution #3

Improve personal fitness and resilience

#### Specific activities/ components of Solution #1

- Replace non-adjustable furniture; reassess furniture
- Provide workstation ergo training to all employees
- Hire ergonomist to assess current environment and design an ergonomics policy/program
- Lack of access to occupational physician to treat and manage pain from computer overuse

#### Specific activities/ components of Solution #2

- Establish new norms for lunch and other breaks to step away from desks
- Place printers away from desks to encourage walking and movement
- Pilot test a shared treadmill workstation to encourage movement during work
- Supervisor training on workload coaching and supportive communication with direct reports

#### Specific activities/ components of Solution #3

- Offer core and upper body strength training
- Break room with mats for stretching, yoga DVDs for stretching and stress reduction. treadmill for cardio warm up, moderate free weights
- Encourage flex time for fitness routines
- Incentives for participation in fitness activities

