

SIA 2009 Final Report
WSU Employee Wellness Needs Assessment and
Programming Implementation

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After examining present health promotion services, as well as services available to employees at WSU, I teamed up with 2 students from a HERS practicum course to develop, disseminate, and evaluate a needs assessment survey to investigate employee wellness services at WSU. Once the survey was completed and analyzed, I created a package of spring 2009 wellness programs and workshops for faculty and staff of WSU. Once all the programs were complete, an evaluation was conducted and will be used to continue and improve employee wellness programs, with the collaboration of Human Resources for the Fall 2009 term.

Two students from HERS met with me on a weekly basis in the fall term in order to develop the needs assessment, disseminate it, analyze the data and implement spring workshops. While developing the needs assessment, careful attention was made to look at prevalent issues facing the target group (physical activity, nutrition, stress management, work-life balance) so that we could focus our needs assessment on what services, programs, presentations, information, interests, and availability that would resonate with WSU faculty/staff.

The survey was designed using an online tool, Zoomerang. The survey development consisted of many revisions and was developed by examining questions from the Northern Ireland Teacher Health Survey, as well as a thorough internet and literature review. It consisted of 29 questions. The survey content included: demographics, ratings of health, tobacco use/cessation interest, nutrition/diet issues, stress management, causes of stress, interests in employee wellness programs, etc. The final product was sent to IRB and approval was secured on 10/29/08. The survey was emailed to all employees. Promotion of the survey was done via reminder emails and incentives were offered in the form of 5 massage therapy gift certificates.

The survey was released on November 5, 2009. After open for 2 weeks, 261 responses (30% response rate) were collected and provided valuable information on the interest level of faculty/staff in an employee wellness program.

Significant Findings: (for full report, see attached survey findings)

48% spent between 9-11 hours on campus each day	55% rated their overall health as good
80% would like to improve their physical health	75% rated their stress level as moderate to high
50% stated that balancing work and life caused stress	54% stated that work overload caused stress at work
27% stated that financial difficulties caused stress	39% engage in physical activity 3-5 days a week

- When asked what group activities they would be interested in participating in while here at WSU:
 - 40% Yoga
 - 40% walking program
 - 41% weight management
 - 22% stress management
- Top health topics employees would like to learn about:
 - Women's health
 - Nutrition/healthy eating
 - Back/neck pain
 - Relaxation
 - Stress management
- 52% are interested in employee wellness programs

From the data, we collected many interesting responses from the open-ended questions. Some examples were:

- *"I believe this would help the morale on campus, especially with stress information."*
- *"I would not want to work out or exercise in a large room dominated by students."*
- *"To encourage faculty and staff to use the new wellness center – they should not be charged to do so. It should be available to them as an employee of the university."*

Program Implementation

Beginning in the Spring 2009 semester, many programs and opportunities for employee wellness were offered. A practicum student from HERS continued working on this project with me and was able to learn program planning skills, evaluation, and multi-tasking with large and small programs. After examining the data, planned programs were tailored to meet the needs expressed in the survey.

Employee Wellness Programs and workshops:

- Employee Yoga series – 3 one-hour sessions were hosted, taught by a professional over the noon hour. This was a beginner level course and all were encouraged to attend via-email.
 - Feb. 10 – 13 attendees
 - March 24 – 3 attendees
 - April 14 – 7 attendees
- Brown bag Wellness Workshops
 - March 11 – *"Do you have a pain in your neck? And it's not your students?"* An ergonomic workshop was hosted, taught by an ergonomic specialist from Winona Health over the noon hour. Information was presented on workstations and stretches were demonstrated to 13 attendees.

- March 31 – *“The New Twist to the Old Brown Bag.”* A nutrition workshop was hosted, taught by the WSU dietician over the noon hour. Healthy eating and quick lunch tips were presented to 5 attendees.
- April 22 – stress management workshop – cancelled
- 6-week walking program “Warriors Walk” began on March 9th. Teams of 5 people joined the pedometer measured walking program. A website was created with program information, registration form, step logs, and helpful links for the participants to utilize.
 - Over 250 students, staff and faculty participated
 - Final step total for all participants = 105,968,107!

Evaluation

Evaluation of all the employee wellness programs was conducted using Zoomerang. 10 people completed evaluations for the wellness workshops and 114 people completed the warriors walk evaluation. These evaluations will assist in the improvement and implementation of future programs. Listed below are some key highlights. For the full evaluation report, please see attached documents.

Employee Wellness Programs Evaluation:

- What did you like about the yoga sessions:
 - 67% - it was a non-intimidating atmosphere
 - 67% - the good stretches
 - 83% - the time and length of the sessions
- What did you like about the ergonomic workshop:
 - 62% - information was applicable to my workstation
 - 62% have since applied information to my workstation
 - 62% have practiced some of the stretches that were taught
- What did you like about the nutrition brown-bag workshop:
 - 33% learned new information
 - 33% have tried new foods since workshop
 - 33% - the time and length of workshop

Warriors Walk Program Evaluation

- Why did you join?
 - just for fun
 - health benefits
 - to build community
- Helped change my lifestyle by:
 - 77% reported that it encouraged me walk more each day
 - 45% reported that it gave me a sense of accomplishment

- 27% reported that it created a sense of community within work
- What features to continue?
 - being part of a team
 - step conversions website
 - Final party and award celebration
- 77% reported being more active because of participation in the walking program
- 50% will continue to use the pedometer
- 75% thought program was perfect length of time
- 79% stated that they will participate again next year

Future Implications

Now that this SIA is complete and the spring 2009 employee wellness series has wrapped up, HR has offered to collaborate for a continuation of this next year. This was definitely a goal for me and this project . It is important, especially as we move towards the new integrated wellness center that we continue to examine how we can support faculty/staff to be healthy and well while they are here on campus. A collaboration between HR and health promotion will demonstrate a commitment and desire to support and assist in improving the health of our whole community, not just students.

Attached Materials:

Employee Wellness Needs Assessment Survey and Results

Promotional materials

Warriors Walk Evaluation results

Employee Wellness Workshop Evaluation results

Submitted by Kelli McClintick, 5/5/09

WSU Employee Wellness Needs Assessment

Results Overview



Date: 5/4/2009 12:43 PM PST

Responses: Completes

Filter: No filter applied

1. What is your gender?

Male		83	32%
Female		175	67%
Prefer not to specify		3	1%
Total		261	100%

2. What is your type of work?

Faculty		107	41%
Staff		150	57%
Prefer not to specify		4	2%
Total		261	100%

3. How many hours are you usually on campus per day?

0-2		7	3%
3-5		8	3%
6-8		102	39%
9-11		127	49%
More than that		14	5%
Prefer not to specify		3	1%
Total		261	100%

4. Do you commute from another town?

Yes		77	30%
No		183	70%
Prefer not to specify		1	0%
Total		261	100%

5. What mode of transportation do you usually use to get to work?

Bike		14	5%
Drive alone		195	75%
Car pool		21	8%
Prefer not to specify		1	0%
Other, please specify		30	11%
Total		261	100%

6. Who do you live with? (Check all that apply)

I live alone		38	15%
Spouse/Partner		205	79%
Roommate		5	2%
Child/Children		89	34%
Parents/Grandparents		3	1%
Prefer not to specify		2	1%
Other, please specify		9	3%

7. On a scale of "1" to "5", "1" being poor, and "5" being great, how would you rate your overall health?

Poor		1	0%
Fair		16	6%
Average		60	23%
Good		142	54%
Great		42	16%
Total		261	100%

8. Where would you like to improve? (check all that apply)

Social health (contribution to one's environment and community, relationships with friends and family)		69	26%
Physical health (absence of illness and combination of exercise and eating habits)		209	80%
Intellectual health			

(engaging in creative, stimulating mental activities)		67	26%
Occupational health (satisfaction gained from one's work)		55	21%
Emotional health (feeling positive about oneself and life)		71	27%
Spiritual health (finding meaning and purpose in human existence)		39	15%
None of the above		21	8%
Prefer not to specify		5	2%

9. During the past week, on how many days did you use tobacco (smoke cigarettes, cigars, pipes, or chew tobacco)?

I do not use tobacco		246	94%
1 - 2 days		1	0%
3 - 6 days		1	0%
Every day		12	5%
Prefer not to specify		1	0%
Total		261	100%

10. How long have you used tobacco?

I do not use tobacco		231	89%
One to two years		0	0%
Between two and five years		1	0%
More than five years		14	5%
Prefer not to specify		15	6%
Total		261	100%

11. Do you use tobacco on campus?

Yes		12	5%
		242	93%

No			
Prefer not to specify		7	3%
Total		261	100%

12. Have you ever tried to quit using tobacco?

No		21	8%
Once		4	2%
A few times		8	3%
Several times		4	2%
I do not use tobacco		224	86%
Total		261	100%

13. Are you interested in quitting your tobacco use?

Yes		8	3%
No		7	3%
Unsure		2	1%
I do not use tobacco		244	93%
Total		261	100%

14. What are some programs that you would be interested in to assist you with tobacco cessation? (check all that apply)

On-campus group/class		1	0%
Off-campus group/class		2	1%
Nicotine replacement therapy (nicotine gum, patch, etc.)		4	2%
Medications (Chantix, Wellbutrin, etc.)		4	2%
Mind/body classes (hypnotherapy, biofeedback, etc.)		2	1%
Quitting cold turkey		5	2%
I do not use tobacco		240	92%
Other, please		10	4%

specify

15. On a scale of "1" to "5", "1" being poor and "5" being great, how would you rate your overall diet?

Poor		8	3%
Fair		26	10%
Average		97	37%
Good		112	43%
Great		18	7%
Total		261	100%

16. On a typical day do you...

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Never	Rarely	Sometimes	Often	Always	N/A
Purchase food on campus?	69 26%	121 46%	47 18%	17 7%	5 2%	2 1%
Eat five servings of fruit and/or vegetables?	17 7%	65 25%	81 31%	62 24%	35 13%	1 0%
Take a vitamin, herbal, or nutritional supplement?	60 23%	34 13%	30 11%	51 20%	85 33%	1 0%
Eat 4-5 smaller meals?	29 11%	81 31%	76 29%	54 21%	20 8%	1 0%
Eat fried foods?	17 7%	120 46%	102 39%	20 8%	1 0%	1 0%
Eat a balanced breakfast?	15 6%	52 20%	58 22%	77 30%	58 22%	1 0%
Drink at least 8 glasses of water?	17 7%	53 20%	82 31%	62 24%	46 18%	1 0%
Eat fast food?	25 10%	132 51%	81 31%	21 8%	1 0%	1 0%

17. How would you rate your stress level?

No stress		9	3%
Low stress		53	20%
Moderate stress		137	52%
High stress		61	23%
Prefer not to		1	0%

specify			
	Total	261	100%

18. Which of the following are causes of unwanted stress at work? (check all that apply)

Work overload		142	54%
Too much administration/paperwork		76	29%
Lack of time to prepare		86	33%
Long working hours		89	34%
Implementing new technology		60	23%
Student issues		67	26%
Balancing work/life		132	51%
Prefer not to specify		18	7%
Other, please specify		40	15%

19. Which of the following are causes of unwanted stress outside of work? (check all that apply)

Spouse/partner		50	19%
Recent bereavement of family member or friend		12	5%
Physical illness (you, family member, or friend)		54	21%
Mental illness (you, family member, or friend)		14	5%
Caring for young children		38	15%
Caring for teenage children		35	13%
Caring for elderly relatives		33	13%
Financial difficulties		69	26%
Prefer not to specify		48	18%
Other, please specify		44	17%

20. How do you manage your stress? (check all that apply)

Talk with family or friends		177	68%
Physical exercise		168	64%
Prayer/church		101	39%
Visit a doctor/therapist		15	6%
Comfort eating		86	33%
Shopping		38	15%
Alcohol		32	12%
Tobacco		9	3%
Personal hobbies		128	49%
Nothing		18	7%
Prefer not to specify		7	3%
Other, please specify		13	5%

21. How many days per week do you engage in physical activity (at least 30 minutes)?

0		27	10%
1-2		78	30%
3-5		104	40%
6-7		50	19%
Prefer not to specify		2	1%
Total		261	100%

22. Which times during the week are most convenient for you to engage in physical activity at WSU?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Early morning	Lunch hour	Afternoon	Evening	None of these	Prefer not to specify	Don't care to exercise at WSU
	Monday	50 19%	50 19%	25 10%	50 19%	24 9%	3 1%
Tuesday	53 20%	48 18%	26 10%	46 18%	27 10%	2 1%	59 23%
Wednesday	50 19%	49 19%	26 10%	53 20%	25 10%	3 1%	55 21%
Thursday	52 20%	51 20%	27 10%	46 18%	23 9%	2 1%	60 23%

Friday	53 20%	48 18%	26 10%	43 16%	30 11%	2 1%	59 23%
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23. Which of these group activities would you be likely to participate in if they were offered for WSU employees? (check all that apply)

Yoga		105	40%
Pilates		87	33%
Aerobics classes		76	29%
Total body toning		100	38%
Walking program		103	39%
Martial arts		21	8%
Kickboxing		33	13%
Tai Chi		46	18%
Strength training		96	37%
Walking groups		57	22%
Running groups		21	8%
None of the above		38	15%
Prefer not to specify		5	2%
Other, please specify		28	11%

24. Which of the following wellness programs would you be interested in participating in at WSU? (check all that apply)

Body conditioning		126	48%
Tobacco cessation		2	1%
Stress management		59	23%
Weight management		107	41%
None of the above		75	29%
Prefer not to specify		8	3%
Other, please specify		3	1%

25. Which of the following health topics would you be interested in learning about? (check all that apply)

Drug education		5	2%
HIV/AIDS education		3	1%
Men's health		38	15%

Women's health		87	33%
Nutrition		94	36%
Allergies		30	11%
Anxiety		33	13%
Arthritis		31	12%
Asthma		8	3%
Back/neck pain		58	22%
Cancer		10	4%
Chronic bronchitis		0	0%
Depression		27	10%
Diabetes		11	4%
Eating disorders		10	4%
Emphysema		0	0%
Fatigue		40	15%
GI disorders		10	4%
Headaches		25	10%
Healthy eating		92	35%
Heart disease		16	6%
High Cholesterol		29	11%
Hypertension		15	6%
Mental health issues		14	5%
Obesity		15	6%
Osteoporosis		17	7%
Relaxation		72	28%
Skin health		38	15%
Stress		64	25%
Substance abuse		5	2%
None		60	23%
Prefer not to specify		3	1%
Other, please specify		7	3%

26.

Which of these support mechanisms for improving health and well-being may interest you? (check all that apply)

Stress reduction/healthier lifestyle workshops		100	38%
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An annual health assessment		82	31%
Employee wellness programs		134	51%
A health promotion website designed specifically for WSU employees		79	30%
A confidential, free phone help line		17	7%
None of the above		50	19%
Prefer not to specify		4	2%
Other, please specify		12	5%

27. Were you aware fitness classes are offered at WSU?

Yes		127	49%
No		131	50%
Prefer not to specify		3	1%
Total		261	100%

28. Do you currently use the WSU fitness center or attend fitness classes?

Yes		12	5%
No, but I have in the past		33	13%
No		213	82%
Prefer not to specify		3	1%
Total		261	100%

29. Would you pay a small fee for employee wellness programs?

Yes		52	20%
No		79	30%
Maybe		127	49%
Prefer not to specify		3	1%
Total		261	100%

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It's time to put yourself in these shoes!

WSU Health Promotion Now Introduces

Faculty & Staff Wellness Programs

Wellness Workshops

Wed., March 11 - Do you have a pain in your neck? *And it's not your students?*

DINING ROOM B

Kris Lawson, an Ergonomic Specialist will discuss workstation design (furniture, equipment, work tools), posture, work place stress and injury, and exercises that you can do at work.

Presented By: Kris Lawson, PT, Ergonomic specialist, Winona Health

Tues., March 31 - The New Twist to the Old Brown Bag.

PURPLE ROOM 104

Taking lunch to a new level - making the brown bag work for a healthier new you...use the "quick lunch" tip card and pack a more nutritious lunch.

Presented By: Jill Henscheid, WSU Dietician.

Wed., April 22- Stress Management Strategies for WSU Faculty and Staff.

PURPLE ROOM 104

Presented By: Eunie Alsaker

All workshops are at 12 p.m.

Beat the Winter Blues

Get a team of 5 and join the Warriors Walk! This 6-Week Program begins March 9.

Cost \$3/person

Cool Prizes for Top 3 Teams!!



<http://www.winona.edu/healthservices/WarriorsWalk.htm>

Employee Yoga Classes

12 p.m. - 1 p.m.
Purple Rooms 104 & 105

Tues., Feb. 10

Tues., March 24

Tues., April 14



Warriors Walk Program Evaluation Results Overview



Date: 5/4/2009 11:27 AM PST
Responses: Completes
Filter: No filter applied

Thank you for participating in the 2009 Warriors Walk Program! To help us grow and improve the program, please take a few minutes to fill out this evaluation. All answers are anonymous. If you have any questions about the program or evaluation, please contact: Kelli McClintick at kmclintick@winona.edu.

1. I chose to participate in the Warriors Walk Program because:

Low cost pedometer		29	25%
Health benefits		76	67%
To build team/community		43	38%
Just for fun		80	70%
For the chance to win prizes		15	13%
To lose weight		25	22%
Peer pressure		4	4%
Other, please specify		9	8%

2. Do you feel the Warriors Walk program influenced your activity levels over the past 6 weeks?

Yes, I was more active		88	77%
No, I kept the same activity level		25	22%
No, I was less active		1	1%

3. As a result of the walking program, I have:

Walked more than before		78	69%
Took the stairs vs. the elevator		47	42%
Parked further away		34	30%
Become more physically active at work/school		45	40%

Created friendships with new people		18	16%
Tried a new sport or physical activity		17	15%
Learned about the recommended daily physical activity level		35	31%
Other, please specify		8	7%

4. This program helped me change my lifestyle by:

Encouraging me to walk more each day		88	77%
Making healthier food choices		24	21%
Helping me manage my stress		22	19%
Giving me a sense of accomplishment		51	45%
Creating a sense of community at work/school		31	27%
Assisting in weight loss		22	19%
It didn't help me change my lifestyle		12	11%
Other, please specify		2	2%

5. What features of the program do you feel would be important to continue next year?

Being part of a team		91	80%
The website		50	44%
The step conversion website link		71	62%
Campus route options		46	40%
Final party and award celebration		49	43%
The prizes		39	34%
None of the above		0	0%
Other, please specify		9	8%

6. Do you think the length of the program (6-weeks) was:

Too short		9	8%
Too long		14	12%
Just right		87	77%
Not sure		3	3%
Other, please specify		6	5%

7. Do you plan to continue using your pedometer now that the program is over?

Yes		56	49%
No		22	19%
Unsure		24	21%
Other, please specify		19	17%

8. I will participate in the Warriors Walk program next year:

Yes		89	79%
No		5	4%
Unsure		19	17%
Other, please specify		0	0%
Total		113	100%

12. Please choose your favorite warriors walk team name (the winning team will receive a prize at the award ceremony)! You may choose up to 3 team names.

4th Lucas 1		0	0%
4th Lucas 2		1	1%
5WW (Five walking women)		3	3%
AAAARE		3	3%
Aleve Team		7	6%
Athletic Admission Girls		2	2%
Chartwells		0	0%
Cherry Chapstick		7	6%
CMST 1		0	0%
CMST 2		0	0%
D.A.M.2Step		4	4%

Diez Zapatos		4	4%
EMR (extremely motivated runners)		3	3%
Fab 5		8	7%
Galloping Gaggles of Girls		10	9%
GEMS (Good Exercise Makes Sense)		7	6%
Hall Directors		1	1%
Happy Huffers		11	10%
HMT Hazard		6	5%
Holy Walkamoles		32	29%
Hydra House Hotties		3	3%
Hydra House Hotties 2		2	2%
Jabba-walk-ees		26	23%
Kaal Casa		1	1%
Kinetic 5.1		1	1%
Kinetic 5.2		2	2%
Kryzsko Green		1	1%
Land Down Under		6	5%
ManWall Walkers		3	3%
Maxwell Maximizers		6	5%
Nightingales		3	3%
No Name Team		2	2%
Phelps Fools		4	4%
Random 5		2	2%
SASHE		0	0%
Sidekicks		1	1%
Sistas		2	2%
Sister Chromatids		1	1%
Somsen Striders		2	2%
THAD		1	1%
These Boots		6	5%
Victorius Secret		11	10%
Wabasha Warriors		1	1%
Walkstars		1	1%
Warrior Thunder		6	5%

We move more than money		4	4%
West 7th Walkers		2	2%
Wisewalkin'		6	5%
WOW		6	5%
WSUR		0	0%

13. I am a:

Student		44	39%
Staff		48	42%
Faculty		15	13%
Prefer not to specify		6	5%
Total		113	100%

14. What is your gender?

Male		11	10%
Female		98	87%
Prefer not to specify		4	4%
Other, please specify		0	0%
Total		113	100%

15. What is your current age?

18-24		45	40%
25-35		9	8%
36-45		17	15%
46-59		31	27%
60-65		6	5%
65+		1	1%
Prefer not to specify		4	4%
Total		113	100%

Ken Graetz, **Premium Subscriber**[Home](#)[Create Survey](#)[My Surveys](#)[My Contacts](#)[Support/Help](#)[My Account](#)[Log Out](#)

Warriors Walk Program Evaluation

[Edit & Review](#)[Invite & Deploy](#)[Analyze Results](#)[Share Results](#)[Results](#)[» Individual Responses](#)[» Raw Data Export](#)[» Manage Presentation](#)

Results Overview: Open Ended Responses

Filter: No filter applied (93 Response(s) Returned)

[« Return to Results Overview](#)[Print](#)Display All Per PageDisplaying 1-93 of 93 Responses Select Page: [First](#) | [Previous](#) | [Next](#) | [Last](#)

#	Response
10.	What did you like the most about this program?
1	The incentive to walk.
2	I liked that I had a reason to walk more. I also really liked the conversions.
3	I didn't want to let my team down so I walked even when I didn't feel like it.
4	teams
5	I liked keeping track of my steps and seeing how many I accomplished every day.
6	I liked that you provided pedometers as I would not have participated if I had to get my own.
7	I felt more compelled to walk every day. Having a goal helps motivate me.
8	The challenge of walking more steps each day and increasing my physical activity
9	Gave me a sense of accomplishment
10	walking more
11	talking about with with WSU people
12	Incentive to get people to exercise more often.
13	Just having the motivation and knowledge.
14	The comradery
15	Being able to see how many steps it takes to reach 10,000.
16	Just finding out my steps each day.
17	It keeps me motivated. I think this program could be individual because some members participate more than others.
18	The competition and the motivation.
19	Tracking my weekly steps and motivating myself to get in 10,000 every day.
20	Healthy, fun activity
21	The team aspect of it and that there was a pedometer provided.
22	Awareness of how much one walks or could walk

23	My activity level increased.
24	Having a team and prizes to keep me motivated.
25	It was fun to hear people talk about it and I was amazed at the number of steps that people did.
26	The chance at winning prizes and getting together with co-workers to walk.
27	challenge
28	I like that it gave me motivation to walk.
29	I really liked the second set of pedometers we got and the conversersion website.
30	made me aware of my steps, although i still work out and am active anyway.
31	I was fun to see how everyone did.
32	The team approach. Easier to feel comfortable reporting steps as a team.
33	the camaraderie and the competition
34	I liked how we had to turn in our steps weekly and it was nice to see how our steps compared to the other teams
35	Easy
36	The fact that it made me get out and do things
37	being on a team and checking the weekly places. just enjoyed it in general
38	Gave all involved something to talk about, a common link, something to share.
39	That we could just email the steps at our connivence.
40	I was able to make better friends with students on my team.
41	fairly easy - community building.
42	Helping maintain a healthy lifestyl
43	That the pedometers were low cost.
44	Awareness, WSU support of my health/wellness
45	The pressure it gave to excercise more.
46	The accountability - having to turn my steps in each week.
47	Just moving!
48	Measuring my activity
49	sense of community developed. Developing awareness of activity level.
50	The pedometers -- see which days I'm more active than others and figuring out why
51	I liked how it was inexpensive. Also, I enjoyed the prizes at the end.
52	the working out
53	The convenience of step conversion. The program was made user-friendly, not too overbearing for participants.
54	the team work
55	Walking with someone.
56	it makes you set a goal for yourself every day.
57	Working with other team members
58	Meeting new people, and being able to track my steps. It really helped to put into perspective how much or how little I did each day. It made me want to walk more.
59	team bonding
60	the team aspect

61	It was a longer program
62	Being part of a team
63	seeing how far I actually do walk during the day
64	It motivated me to make sure I was getting the daily amount of steps and made me aware of how much walking really does benefit you.
65	that it helped me be more aware of my activity level during the day and realize that you really do need to make an effort to walk each day to get 10,000 steps.
66	Being on a team
67	Team aspect and the visual results of seeing how many steps you took that day.
68	working with others
69	I liked that I was encouraged to walk more and that I could do it with my friends.
70	I liked being on a team and having to do extra activity to get your steps up.
71	It helped me walk a bit more.
72	receiving a pedometer
73	competition and opportunity to create teams
74	Just motivated me to do more
75	Being part of a team to encourage you to walk more.
76	basically, just the fact that WSU is really promoting health among students and employees. We should keep it up. Stay on people to get healthier. Also, I liked creating a team from four other friends around campus.
77	The awesome coordinator
78	Getting to know some other people. The team concept
79	Finding out how many steps I put in per day (on average)
80	awareness of steps and health benefits
81	Campus wide awareness of our steps. Also I liked the pedometer!
82	The encouragement it gave me to start exercising again.
83	The interaction between staff regarding the walking.
84	That you got to see how many steps you actually took during a day
85	Staying in contact with team.
86	the team aspect
87	team & prizes
88	I found it motivating
89	All the resources and support provided by Health Promotions
90	I liked that it made me want to walk more and take longer ways home than I would've before.
91	the prizes
92	It kept me accountable to the team
93	updates were really nice

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Warriors Walk Program Evaluation

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Results Overview: Open Ended Responses

Filter: No filter applied (91 Response(s) Returned)

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#	Response
11.	What did you like the least?
1	The pedometers -- the first one didn't work and the second one kept flying off. I ended up buying my own.
2	The pedometer did not work.
3	I thought it was a fine program. So I'm not sure what I didn't like.
4	I felt obligated to walk when I didn't want to.
5	pedometer was of poor quality People were not made aware of how to wear the pedometer. It often fell off and was lost. Need more info on goal setting as individual and team. Needs to be incorporated into program.
6	The pedometer, while a nice price for college students, fell off quite a lot and broke several times. It continued to work, even when I got it wet once, but it was annoying.
7	I wish we would have gotten weekly ratings.
8	Just a suggestion but I think the students should be a sepearte category from the staff for total steps/awards/etc.
9	The unreliability of the pedometers--I could walk 3 blocks in to work one day and clock 300+ steps, but another day only clock 100+ steps (same route). It would also re-set itself during the day, so if you hadn't looked at steps shortly before it re-set, you would lose hundreds of steps.
10	the pedometer was cheap and did not always work properly
11	STAIRS!
12	Pedometer hassles....frequently checking to see if it was still on my waistband and having to remove every time I used the restroom or it would go flying across the floor and then making sure I remembered to put it back on. Lost one that way when I forgot it in a restaurant bathroom.
13	Having to keep track of my steps everyday.
14	The pedometer wasn't the best.
15	trying to keep up with people half our age
16	Team leader was gone part of the time.
17	my pedometer broke : (

18	The pedometer didn't work and I received a second one and lost it. I bought a new one that worked well. It has a clip that clips on your clothes for it won't fall off.
19	It was all good.
20	Trying to get my team members to email me their steps on a weekly basis, and always losing the pedometer.
21	Pedometer fell off continually and eventually broke
22	Can't think of anything
23	the pedometers didnt stay on
24	As with every first year program you'll go through difficult things but the one thing that stands out is the pedometers staying on.
25	Going through 3 pedometers
26	There wasn't anything that I didn't like.
27	The pedometers would not stay on and that was frustrating. I ended up rubberbanding it on but it still came off.
28	Pedometer did not stay on so I ended up using a pedometer from somewhere else.
29	None
30	It was challenging on my part to always remember to were my pedometer
31	the pedometers,
32	The step counters were not very reliable.
33	The pedometer was LOUSY! We tested two on the same person and they read vastly different counts. The kept falling off so I finally pinned mine to my underwear.
34	I lost the pedometer after 2 weeks...
35	Hassle to get pedometer and wear around all the time
36	When the step totals were sent out in one of the emails- I think just a list of the teams should be sent out.
37	some pedometers didnt work as well as others and loosing them
38	Padometers re-setting when you moved them or transfered to new outfit.
39	Didn't have any activities throughout the 6 weeks.
40	The pedometer wasn't so easy to keep on.
41	pedometer was inaccurate
42	The first pedometers did not work very well, they did not stay very secure to your pants. So, all of my team members and I bought new ones that worked better but we lost them alot so as a whole the team literally went through 15 pedometers not including the ones given to us
43	I didn't know how to set my pedometer with the steps- I didn't understand the numbering system/how to gage what I was doing accurately.
44	the pedometers weren't the best
45	Poor quality of the pedometer. I would have paid more for a better one.
46	the pressure from the team concept.
47	using a faulty pedometer
48	Having a specific team size. My team was less than 5, so we lost. Maybe for smaller teams we can go by the average the four people got, and add that for a imaginary fifth person. Also- it would be beneficial to know about the prizes right away-because they are great prizes! Would be more motivating from the beginning.
49	N/A

50	The time. I think that it shouldn't be so long. It started to get hard to keep track of the pedometer. I also think you should go with different pedometers, I had trouble getting these ones to stay on.
51	remebering to write it down
52	The weather. Maybe start it later. or earlier before the winter.
53	the cold weather
54	The pedometers - poor quality - quit functioning the 2nd week
55	the pedometer.
56	When the pedometers failed to work
57	The pedometers did not almost work the best so that made it frustrating and some days I opted not to wear it.
58	the conversion sheet seemed unfair
59	Remembering to wear the pedometer every day
60	Although prizes weren't the issue, it was too close in time frame to the wellness challenge across campus where people cheat and it seems this was just a continuation of the same. If walks were scheduled 3x/week it would be nice and also get people out and meet others. Perhaps there could be a walk in different buildings since most of the 6 weeks were cold weather. Either health services could organize or classes, etc.
61	My pedometer didn't always work the best
62	pedometer was lost. I had to get a new one.
63	Having to remember the pedometer everyday!
64	I can't think of anything.
65	I liked everything
66	Wearing the pedomoder and keeping up with it over a long period of time.
67	the fact that I was 'letting my team down' when I was on vacation/driving and unable to get substantial steps in daily.
68	The pedometer kept falling off and I never got the t-shirt that was advertised.
69	I least liked wearing the pedometer because sometimes it would fall off and reset.
70	I never felt part of a team. The pedometer was unreliable. If I stooped or bent over at work, it would return to zero. I had to check it often so I could get a sense of how well I was doing.
71	I would have liked to have a reliable pedometer
72	not everyone tried as hard or felt it was as important -perhaps need better incentives??
73	Pedometers worked well, just hard to keep on.
74	That the pedometer falls off really easy and resets if you bump it the right way.
75	we discovered that our pedometers did not agree with each other at all. In one segment that we walked together, mine registered 945 and two others' registered 480 and 663! We kept walking, of course, but it was disheartening in terms of the contest
76	Because I am active my pedometer would often fall off- like any pedometer would
77	The way the pedometer kept falling off.
78	The cheap pedometers! Both of mine broke and I used one I bought myself.
79	pedometers didn't work well, at times it fell and lost the miles on it. Team members were LAZY, even with pep emails! Younger age groups seem to have MANY more miles than the older ones; perhaps a team comprised of various ages or abilities would be more fair, not that I/we are interested in prizes, etc... it more a feeling of accomplishment, especially for those who haven't been aware or just starting to walk more. Great idea for everyone though!
80	Remembering my steps and recording them.
81	The pedometers kept falling off!:(

82	The pedometers didnt count right.
83	?
84	teh pedometer broke right away
85	remembering to wear my pedometer
86	Nagging team members for totals and frustration with the pedometer
87	The pedometer
88	When I wold workout, it was hard to convert them sometimes.
89	the walking
90	The fact that I was averaging over 18,000 steps a day and our team was not able to keep up with the group of 20 somethings (I'm almost 60)
91	pedometers were inconsistent, constantly reset themselves, weren't accurate all the time and fell off a lot so it made it hard to know if what I was doing was really what was recorded.

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Spring 2009 Employee Wellness Program Evaluation

Results Overview



Date: 5/4/2009 11:33 AM PST

Responses: Completes

Filter: No filter applied

Please take a few minutes to complete this evaluation of the employee wellness programs that we offered this past term. Your feedback is important and assists us in continuing and developing the program for future years. Thank you, Kelli McClintick

1. I am a:

Staff Member		8	80%
Faculty Member		2	20%
Other, please specify		0	0%
Total		10	100%

2. What Employee Wellness Activity or program did you participate in or attend? (check all that apply)

Yoga		6	60%
Ergonomic workshop		5	50%
Brown-bag lunch nutrition workshop		2	20%
Warriors Walk pedometer program		7	70%

3. Please share what you liked about the Yoga sessions: (check all the apply)

It was Relaxing		3	50%
Non-intimidating atmosphere		4	67%
It was only employees		2	33%
Improved flexibility		2	33%
Good stretches		4	67%
Level of difficulty		0	0%
Learned techniques which could be used in everyday stretching		2	33%
The instructor		3	50%

Time of session		5	83%
Length of session		5	83%
N/A		0	0%
Other, please specify		0	0%

4. Please share what you did not like about the yoga sessions: (check all that apply)

Level of difficulty		1	33%
Instructor		1	33%
Noise in adjacent room		1	33%
No music		0	0%
Didn't enjoy the stretches		2	67%
Time of session		0	0%
Length of session		0	0%
N/A		1	33%
Other, please specify		0	0%

5. Were you able to attend all the yoga sessions you wanted to attend?

Yes		2	33%
No		4	67%
Not Sure		0	0%
Total		6	100%

7. Please share what you liked about the ergonomic workshop: (check all that apply)

It was only for employees		2	25%
Information was applicable to my workstation		4	50%
Learned new information		5	62%
Have since applied information I learned at the workshop to my workstation		5	62%
Have practiced some of the stretches that were		5	62%

taught at the workshop			
Time of workshop		3	38%
Length of workshop		4	50%
Instructor		5	62%
Powerpoint presentation		4	50%
Was well organized		3	38%
N/A		3	38%
Other, please specify		0	0%

8. Please share what you did not like about the ergonomic workshop: Check all that apply

Did not learn anything new		0	0%
Could not apply the information to my workstation		0	0%
Time of workshop		1	20%
Length of workshop		0	0%
Instructor		0	0%
N/A		4	80%
Other, please specify		0	0%

9. Please share what you liked about the brown-bag nutrition workshop: (check all that apply)

It was only for employees		0	0%
Learned new information		2	33%
Information was helpful and easy to understand		2	33%
Have since applied information I learned at the workshop		2	33%
Have tried new foods since the workshop		2	33%
Time of workshop		1	17%
Length of workshop		2	33%
Instructor		2	33%

Powerpoint presentation		2	33%
Was well organized		2	33%
N/A		4	67%
Other, please specify		0	0%

10. Please share what you did not like about the brown-bag nutrition workshop: (check all that apply)

Did not learn anything new		0	0%
Time of workshop		0	0%
Length of workshop		0	0%
Instructor		0	0%
N/A		4	100%
Other, please specify		0	0%

11. How did you find out about the employee wellness programs?

Email		10	100%
Word of mouth		1	10%
Flyer		1	10%
Other, please specify		0	0%