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# *Identifying health goals and barriers to support health behaviour change*



Dr. Tamara Street, Sarah Lacey, Rebecca Langdon



# Background

Workplace health promotion programs can support employees to achieve healthy behaviours.

Voluntary health programs need to align with employee preferences and reduce perceived barriers.

Study aim: understand employee health goals and barriers to health behaviour changes in order to inform the development of workplace health programs.



# Method - Sample

- 451 remote or regional transport employees.
- 9 work sites
- Male – 87%
- Workforce distribution slightly older than typical (45-54 years - 39%)
- Alternating roster – 85%
- Not meeting nutrition guidelines – 96%
- Not meeting physical activity guidelines – 63%
- BMI >25 (overweight or obese) – 87%







# Method – Health Survey

Goals: *What, if anything, would you like to do in the next year to improve or maintain your health? - 8 options.*

Barriers: *I think the following things are stopping me from improving my health - 7 options.*

Able to select more than one response and specify other.





# Results – Goals Prevalence

- Exercise more - 74%
- Reach a healthy weight - 60%
- Eat better - 55%
- Sleep better - 49%
- Manage fatigue - 34%
- Reduce worry or stress - 26%
- Quit smoking (if a smoker) - 21%
- Reduce alcohol consumption – 20%





# Results – Predictors of Goals

- Exercise more:
  - females
  - 25 – 34 years
- Reach a healthy weight:
  - not meeting physical activity guideline
  - overweight or obese
- Eat better:
  - 19 - 25 years and 25 – 34 years
  - not meeting nutrition guideline
  - overweight or obese





# Results – Barriers Prevalence

- My work roster – 52%
- Lack of time - 47%
- Lack of motivation - 40%
- Lack of facilities - 24%
- Lack of support - 20%
- Lack of money - 19%
- I don't know what to do - 8%







# Results – Predictors of Barriers

- My work roster:
  - 25 – 34 years, 35 – 44 years and 45 – 54 years
  - alternating roster
  - not meeting nutrition guideline
- Lack of time:
  - 19 - 25 years and 25 – 34 years
- Lack of motivation:
  - males
  - aged 19-24 years
  - not meeting physical activity guideline



# Implications

- Employee preferences and perceptions influence health participation rates.
- Knowledge of goals and barriers can inform the selection and marketing of health risk management strategies to employees.



# Workforce Implications

Goals: exercise, reach a healthy weight, nutrition

✓ Inadequate activity, nutrition, overweight

✗ Male and older aged workforce



Barrier: work roster

Shift workers, middle aged, inadequate nutrition



Recommend: Guidance on exercise and nutritional meals appropriate for shift workers.



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