**Bridging the wellness gap between knowing & doing**

All businesses are suffering from the spiraling healthcare costs. And, unfortunately, there's no end in sight—with healthcare premiums expected to continue increasing. Both employers and employees alike are bearing the burden of these increasing healthcare costs.

It’s a proven fact in the medical community that lifestyle choices—poor nutrition and lack of physical activity—have a major impact on healthcare costs.

Numerous studies show the correlation between physical inactivity and the following outcomes:

- depression
- type 2 diabetes
- heart disease
- stroke
- hypertension
- colon and breast cancer
- osteoporosis
- obesity
- arthritis
- premature death

The fiscal slant impacting organizations includes the following:

- lost productivity
- more absenteeism
- lower employee satisfaction/morale
- increased short-term and long-term disability payments
- greater employee benefit costs (insurance)
- higher worker's compensation claims

The good news is that lifestyle choices are modifiable and can result in significant improvement in terms of an individual’s health and wellness. And, while most employees would desire to feel invigorated, be healthier, and enjoy a longer, more productive life - many just have trouble knowing how to begin a wellness program and where to find fitness and nutritional support. EASE@Work’s coaching programs, EatWell@Work and FitIn@Work, can help your employees bridge the gap between knowing and actually doing.

Nutrition, smoking cessation, substance abuse prevention, stress reduction and exercise are all modifiable lifestyle risk factors. Nutrition and fitness coaching can be a successful, proactive measure to pinpoint unhealthy habits and instill new healthy thinking and practices to prevent disease through proper diet and exercise.

We want to motivate, inspire and increase confidence in your most important asset—your people! Our goal with Fitness Coaching is to work with your employee, assess their current fitness and/or nutrition status and through education and research, develop a suggested plan based upon your employee’s desired outcomes.

EASE has gone above and beyond the scope of offering traditional employee assistance program services with the addition of the wellness components of nutrition and most recently, fitness coaching. By promoting the EASE FitIn@Work and EatWell@Work services, we can help your organization make the work environment supportive to healthy behaviors. Let our experts:

- assist in planning and/or participating in your health promotion programs, such as health fairs
- bring wellness-related seminars into the workplace
- individually coach your employees and their dependent family members toward making better lifestyle choices when they access their sessions through the EAP

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Premises for employer-provided insurance have risen four times faster than wages, and are now double their cost nine years ago and projected to double again by 2012.

*Source: BBC News, Feb. 22, 2010*

Be sure to visit Interact@EASE, the EASE@Work blog, for all the latest conversations about human resources, EAP and wellness-related topics at [www.easeatwork.com](http://www.easeatwork.com) and click on the “Visit our blog” link.
Patrick Gaul, Sales Executive from EASE@Work, will be hosting a booth located on Wellness Way at the upcoming Northern Ohio Human Resource Conference (NOHRC) on Friday, March 12 at Cleveland’s I-X Center. Joining Patrick will be Stephanie Patek, EASE Account Manager and certified fitness coach, and Dina Boyer, an EASE consultant and certified holistic health consultant.

Stephanie will be conducting Body Mass Index (BMI) screenings and Body Fat Analysis using an OMRON bioelectrical impedance machine.

Dina will speak with visitors about nutrition and present cooking demonstrations between 9:15 A.M. and at 2:00 P.M.

Stop by the EASE@Work booth to enter the raffle for our Get Inspired in Your Kitchen gift basket!

For more information about the NOHRC event, go to http://nohrc.org

Q: My employee's hands shake in the morning during our staff meetings. Although no one has inquired as to the cause, it is very distracting. I think it could be a medical problem, but some people think the employee has a drinking problem. How should I respond?

A: Because the shaking disrupts your meeting, it is appropriate to let your employee know it. Consider doing this in a private and supportive way. Do not presume that alcoholism or another medical diagnosis explains the shaking. Do not ask your employee diagnostic questions. Your employee may or may not offer an explanation, but you can recommend the EAP based upon the disruptive effect of the shaking during your staff meetings. The EAP will be able to interview your employee confidentially and possibly discover the cause or refer to a source of help that can do so. If your employee discloses a medical explanation, follow your organization’s procedures with regard to how it can be accommodated.

Feeling drained? Consider seeing a nutrition or fitness coach through the EAP. We have a broad network of wellness professionals who can help!