The Effects of Health and Wellness Coaching on Health Status When Added to an Employee Wellness Program

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The Coaches!
Adding Health/Wellness Coaching to Employee Wellness Programming

OUTLINE

* Research Project
  * Intro
  * Methods
  * Results
  * Discussion
* Take Away Points
  * Coaching Practice
  * Research
INTRODUCTION

- Employee Wellness
- Health/Wellness Coaching
- Observational v. RCT

Purposes

- To determine if HWC (systematically defined) enhances the health impact of an employer-sponsored wellness program
- A secondary purpose was to determine if dose of the coaching intervention had an influence on any HWC effects observed
METHODS

* Participants
* Procedures
  * Design
  * Outcomes
  * Data Analysis
* Coaching Intervention

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RESULTS

Coaching Participation was excellent

The program improved (p < .05) most variables over time including:
- RHR, BW, HRA, fitness, nutrition
- WHR, glucose and LDL did not change over time

SBP & DBP demonstrated Group x Time Interactions

No Group x Time interactions detected for most variables

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**DISCUSSION**

* Wellness Program highly effective
* Coaching Improved Blood Pressure
  * (more than just being in the Wellness Program)
* Coaching did not Improve most variables
  * (more than just being in the Wellness Program)
* Readiness to change
  * Proved a valuable coaching tool
  * May be gender differences
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Take Away Points

* Research Design
* Workplace Wellness
* Coaching Practice

Evidence-Based Practices

?? Proof Positive

You Aint Seen Nothing Yet
THANK YOU

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