

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

Gary A. Sforzo, Ph.D.



Miranda P. Kaye, Sarah Simunovich, and Frank G. Micale
Exercise & Sport Sciences, Ithaca College, Ithaca, NY 14850

Acknowledgements:

Institute of Coaching (Harnisch Grant Recipient)

Ithaca College Office of Human Resources (Mark Coldren & Robin Davis)

Wellcoaches (Margaret Moore & Blaine Wilson)

The Coaches !



McLEAN HOSPITAL, HARVARD MEDICAL SCHOOL AFFILIATE



ITHACA COLLEGE

Department of Exercise and Sport Sciences

Adding Health/Wellness Coaching to Employee Wellness Programming

OUTLINE

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



Adding Health/Wellness Coaching to Employee Wellness Programming

INTRODUCTION



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

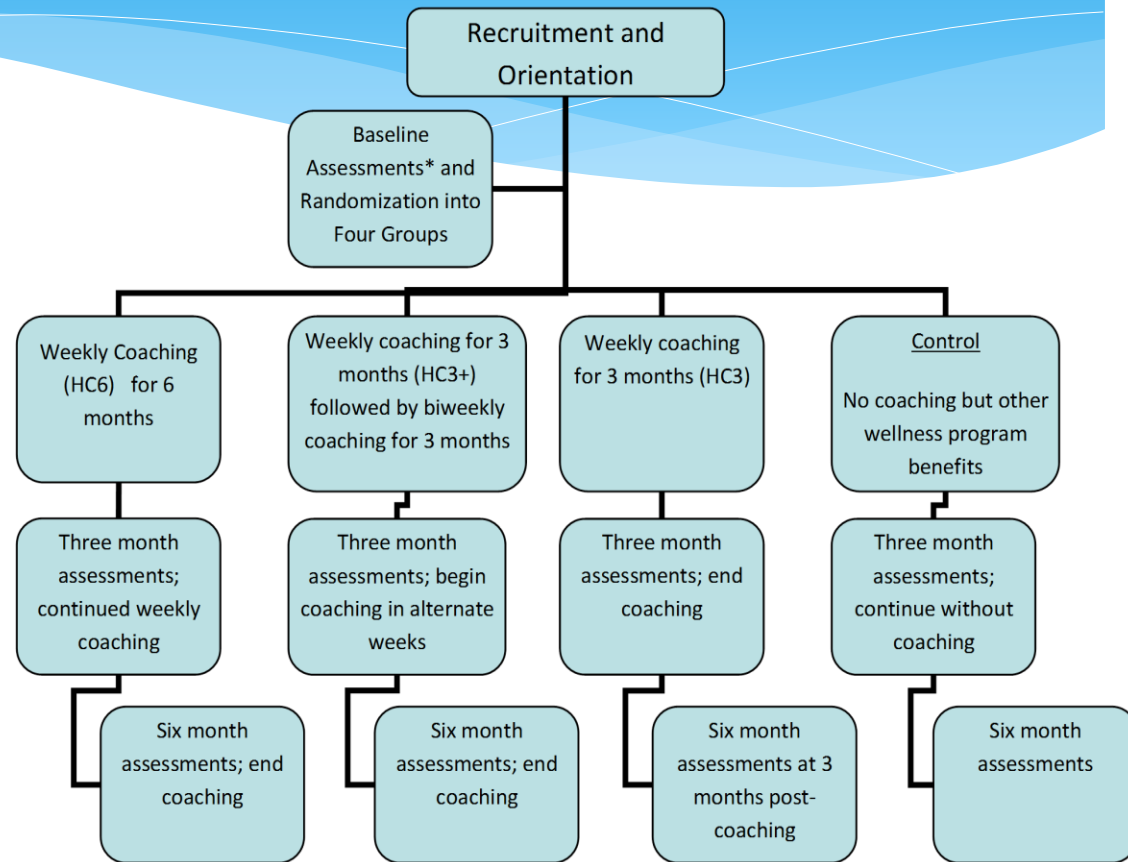
- * Purposes
 - To determine if HWC (systematically defined) enhances the health impact of an employer-sponsored wellness program
 - A secondary purpose was to determine if dose of the coaching intervention had an influence on any HWC effects observed



Adding Health/Wellness Coaching to Employee Wellness Programming

METHODS

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



Adding Health/Wellness Coaching to Employee Wellness Programming

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

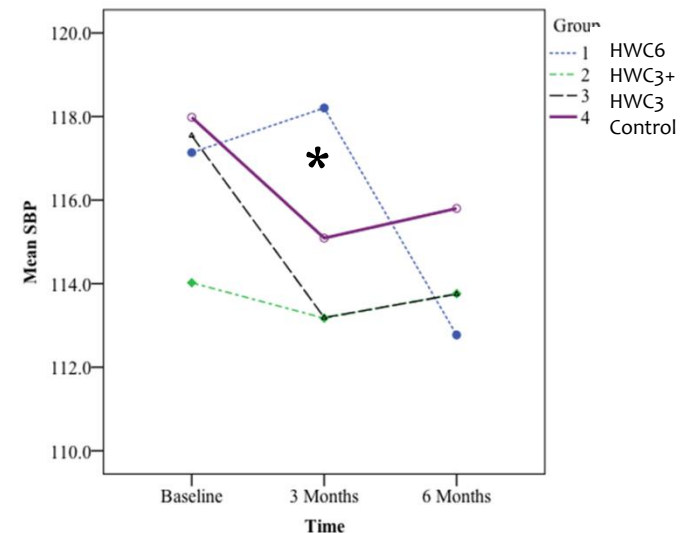
SBP & DBP demonstrated

Group x Time Interactions

No Group x Time interactions

detected for most variables

Group	3 Month			6 Month		
	Range	M	SD	Range	M	SD
HWC6	5-13	8.97	1.93	4-13	8.77	2.71
HWC3+	2-13	9.51	2.13	2-8	5.37	1.36
HWC3	3-13	8.91	2.58			



Adding Health/Wellness Coaching to Employee Wellness Programming

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



Adding Health/Wellness Coaching to Employee Wellness Programming

Take Away Points

- * Research Design
- * Workplace Wellness
- * Coaching Practice

**EVIDENCE-BASED
PRACTICES**



PROOF  POSITIVE



THANK YOU



- * Gary A. Sforzo, Ph.D., FACSM
- * Professor, Exercise & Sport Sciences
- * Ithaca College

- * sforzo@ithaca.edu
- * Center for Health Sciences
- * Ithaca College, Ithaca, NY 14850