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|--|--|---|---|--|--|
| <b>A Prevention at the environmental level</b><br>advice for the employer  |  |   |   |  |  |
| 1 Inventory obesogenic risk factors in the work environment using the environment scan.  |  |   |   |  |  |
| 2 Inventory if current health policy is adequate.  |  |   |   |  |  |
| 3 Inform and advise the employer and workers' representative council.  |  |   |   |  |  |
| <b>B Prevention at the individual level</b><br>advice for the employee   |  |   |   |  |  |
| During all next steps: maintain good contact with the employee, emphasize confidentiality of results and address resistance to change.   |  |   |   |  |  |
| 1 Identify individuals at risk for weight gain.  |  |   |   |  |  |
| 2 Set the agenda: which performance objective or other subject would the employee like to address.   |  |   |   |  |  |
| 3 Inventory motivation for change and provide stage matched advice to change behavior:   |  |   |   |  |  |
| <i>Unaware</i>   | <i>Unengaged</i>   | <i>Deciding about action</i>  | <i>Deciding not to act</i>  | <i>Deciding to act</i>   | <i>Acting</i>  |
| Target: knowledge, awareness and attitude.<br><br>Methods:<br>-tailored feedback<br>-self-monitoring<br>-personalized risk<br>-discuss decisional balance and beliefs            | Target: attitude, perceived behavioral control, motivation.<br><br>Methods:<br>-discuss decisional balance and beliefs<br>-reinforcement<br>-tailored feedback<br>-active learning | Target: attitude, perceived behavioral control to overcome barriers, intention, subjective norm<br><br>Methods:<br>-discuss decisional balance and beliefs<br>-reinforcement<br>-goal setting<br>-tailored feedback<br>-skill training<br>-social support | Target: attitude<br><br>Methods:<br>-discuss decisional balance and beliefs | Target: perceived behavioral control to overcome barriers, skills, subjective norm<br><br>Methods:<br>-positive feedback<br>-skill training<br>-set realistic goals<br>-active learning<br>-reinforcement<br>-form action plan<br>-skill training<br>-social support | Target: perceived behavioral control to overcome barriers, skills, habit, subjective norm<br><br>Methods:<br>-positive feedback<br>-active learning<br>-evaluate goals<br>-form action plan<br>-skill training<br>-social support<br>-rewarding<br>- relapse prevention skills |
| 4 Plan next counseling session   |  |   |   |  |  |
| <b>C Evaluation and Maintenance</b>  |  |   |   |  |  |
| 1 Evaluate prevention at the environmental level after 6 months using the environment scan.  |  |   |   |  |  |
| 2 Evaluate prevention at the individual level after 6 months using the employees action plan.  |  |   |   |  |  |
| 3 Maintain prevention at the environmental level by setting prevention of weight gain on the company agenda once a year and address relapse prevention.                          |  |   |   |  |  |
| 4 Maintain prevention at the individual level by addressing the employees long term goals and provide permanent attention for weight gain prevention through active information. |  |   |   |  |  |