

EAT MOVE SLEEP

SMALL CHOICES. BIG CHANGES.

DISCUSSION GUIDE
FOR ORGANIZATIONS AND WORK TEAMS

SECTION I: YOU

Take some time to reflect on your health, decisions, and behavior. Think of this as a chance to step back and measure your own life – a basic inventory of your health.

A. YOUR EATING HABITS IN THE *PAST*

EATING. When do you remember eating in a way that made you feel the best, both mentally and physically? During this time, how often were you eating out vs. at home? Who were you eating with most frequently? What else influenced you during this time?

MOVING. What was the most active period of your life, when you were moving around the most? Who helped you to be active during this period of time? Which specific activities were the most enjoyable and made it easier to keep moving? How did you feel on your most active days?

SLEEPING. When have you consistently slept the best, both in terms of how long you slept and the quality of your sleep? What was happening at this time in your life? Were there specific circumstances or environmental influences that made it easier to sleep?

B. WHERE YOU ARE *TODAY*

EATING (Strengths): When are your eating habits at their best? Who are you with? What makes it easier to stay on track?

EATING (Opportunities): When do you struggle most with what you eat? What is your greatest food-related challenge today?

MOVING (Strengths): What leads to a very active day for you today? Are workdays or weekends more active? How much time do you spend intentionally moving each day? On what days do you walk the most?

MOVING (Opportunities): When do you end up sitting for prolonged periods throughout the day? Consider the time you spend at a desk, in meetings, commuting, traveling, and watching television. How many hours per day are you completely sedentary?

SLEEPING (Strengths): When do you get the best sleep today? What activities help you to get a sound night of sleep? How many hours of sound sleep do you need in order to feel fully rested the next morning?

SLEEPING (Opportunities): What are your biggest sleep saboteurs – the things that prevent you from falling asleep and keep you up at night? How do you ensure you have enough time to get the sleep you need to be your best?

C. TOMORROW AND MOVING FORWARD

List one thing you can act on **this week** to improve your habits in each of the three areas. Be as specific as possible about *when* and *how* you will make this change.

EATING:

MOVING:

SLEEPING:

D. LOOKING TO THE *FUTURE*

Briefly describe what you want the future to look like in each of these areas **one year from now**. What is your ultimate goal? Be as specific as possible.

EATING:

MOVING:

SLEEPING:

SECTION II: OUR WORK TEAM

A. As a team, where are we with our shared habits, hopes, and goals today? What are we doing collectively that helps us all to make better decisions for our long-term health?

B. What are the things we do as a group that make it difficult to eat, move, and sleep well on a consistent basis?

C. What could we do to help improve all of our odds of eating, moving, and sleeping better? Are there things we could change in the future that would create a culture of health and wellbeing while allowing each of us to thrive as individuals?

D. What specific goals could we set for the following time periods?

The next week:

The next month:

The next year:

E. Who will hold us accountable for reaching these goals?

F. How will we know if we are successful? What should we do to celebrate if we meet these goals?

SECTION III: OUR ORGANIZATION

A. Thinking about the entire organization now, what is being done to help all employees lead healthier lives? What elements are working the best today?

B. What are some of the organizational barriers that get in the way of employees ability to eat, move, and sleep well? Are there systems, processes, rules, or other issues that could be addressed and improved?

C. If you were to recommend three specific changes your organization's leaders could make over the next year to improve the health of their workforce, what three things would you start with?