

# **STRENGTH & CONDITIONING MATTERS IN THE WORKPLACE**



## ***Consider the Evidence-Based Benefits of Corporate Health & Wellness Programs***

The realities of many corporate workplaces—isolating cubicles, high-stress situations, and prolonged desk-sitting—are not conducive to a thriving workforce. Investing in a health and wellness program guided by a strength and conditioning professional can counteract these negative effects, increasing productivity and profitability while reducing turnover and healthcare costs.

### **EMPLOYEE BENEFITS**

***Enhance Cognitive Performance<sup>1</sup>***

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***Improve Physical and Mental Health<sup>2</sup>***

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***Boost Morale and Quality of Life<sup>3</sup>***

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***Build Community Between Coworkers<sup>4</sup>***

### **ORGANIZATION BENEFITS**

***Increase Productivity and Profitability<sup>5</sup>***

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***Reduce Healthcare Costs and Absenteeism<sup>6</sup>***

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***Attract and Retain Top Talent<sup>7</sup>***

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***Improve Company Image and Culture<sup>8</sup>***



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***“[F]irms can increase operational productivity through socially responsible health policies that improve both workers’ wellness and economic value.”***

— Gubler, Timothy & Larkin, Ian & Pierce, Lamar. (2018).  
*Management Science*. 64. 4967-4987. 10.2139/ssrn.2811785.

# NSCA Supports Corporate Performance Professionals

## 1 Gold-Standard Strength and Conditioning Certifications

CSCS® - Certified Strength and Conditioning Specialist®

NSCA-CPT® - NSCA-Certified Personal Trainer®

## 2 Strength and Conditioning Research Journals

The Strength and Conditioning Journal

Personal Training Quarterly

## 3 Training for Corporate Performance Professionals

Personal Trainers Conference

Foundations of Coaching Lifts Course

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### 1 Enhance Cognitive Performance

**"Results revealed positive effects of resistance training on composite cognitive scores . . . screening measures of cognitive impairment . . . and executive functions."**

Landrigan, J.F., Bell, T., Crowe, M. et al. Lifting cognition: a meta-analysis of effects of resistance exercise on cognition. *Psychological Research* 84, 1167–1183 (2020).

**"Our results demonstrate that 10 weeks of instability resistance training suffice to improve executive functions in older adults."**

Eckardt, N., Braun, C. & Kibele, A. Instability Resistance Training improves Working Memory, Processing Speed and Response Inhibition in Healthy Older Adults: A Double-Blinded Randomised Controlled Trial. *Sci Rep* 10, 2506 (2020). doi: 10.1038/s41598-020-59105-0

### 2 Improve Physical and Mental Health

**"Muscle-strengthening activities were associated with a 10–17% lower risk of all-cause mortality, cardiovascular disease (CVD), total cancer, diabetes and lung cancer."**

Momma H, Kawakami R, Honda T, et al. Muscle-strengthening activities are associated with lower risk and mortality in major non-communicable diseases: a systematic review and meta-analysis of cohort studies. *British Journal of Sports Medicine* 2022;56:755-763.

**"[Resistance exercise training] significantly improves anxiety symptoms among both healthy participants and participants with a physical or mental illness."**

Gordon BR, McDowell CP, Lyons M, Herring MP. The effects of resistance exercise training on anxiety: a meta-analysis and meta-regression analysis of randomized controlled trials. *Sports Med*. 2017;47(12):2521-2532.

### 3 Boost Morale and Quality of Life

**"Exercise interventions in the workplace represent a viable approach to increasing employees' health . . . improving both muscular strength and cardiovascular fitness, enhancing perceived quality of life and the motivation to exercise, and reducing stress levels."**

Amatori et al., (2023). Short High-Intensity Interval Exercise for Workplace-Based Physical Activity Interventions: A Systematic Review on Feasibility and Effectiveness. *Sports Medicine*. 53. 10.1007/s40279-023-01821-4.

**"Participation in regular group fitness classes led to a statistically significant decrease in perceived stress and an increase in physical, mental, and emotional [quality of life] QOL."**

Yorks, Dayna M., Frothingham, Christopher A. and Schuenke, Mark D. "Effects of Group Fitness Classes on Stress and Quality of Life of Medical Students" *Journal of Osteopathic Medicine*, vol. 117, no. 11, 2017, pp. e17-e25. doi: 10.7556/jaoa.2017.140

### 4 Build Community Between Coworkers

**"Over three fourths of employees (76%) consider their workplace a community..."**

O.C. Tanner Institute. (2022). 2023 Global Culture Report. [octanner.com/global-culture-report.html](http://octanner.com/global-culture-report.html)

**"Our studies offer general support for a reciprocal relationship between social bonding and group exercise."**

Davis A, Taylor J, Cohen E. Social Bonds and Exercise: Evidence for a Reciprocal Relationship. *PLoS One*. 2015 Aug 28;10(8):e0136705. doi: 10.1371/journal.pone.0136705. PMID: 26317514; PMCID: PMC4552681.

### 5 Increase Productivity and Profitability

**"Our empirical results demonstrate that the introduction of a corporate wellness program can have a large impact on employee productivity, and therefore firm profitability."**

Gubler, Timothy & Larkin, Ian & Pierce, Lamar. (2018). Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity. *Management Science*. 64. 4967-4987. doi: 10.2139/ssrn.2811785.

**"Depression and stress were the first and second highest cause of productivity loss respectively."**

Ammendolia, Carlo & Côté, Pierre & Cancelliere, Carol, et al.,(2016). Healthy and productive workers: Using intervention mapping to design a workplace health promotion and wellness program to improve presenteeism. *BMC Public Health*. 16. doi: 10.1186/s12889-016-3843-x.

### 6 Reduce Healthcare Costs and Absenteeism

**"[M]edical costs fall by about \$3.27 for every dollar spent on wellness programs and that absenteeism costs fall by about \$2.73 for every dollar spent."**

Baicker K, Cutler D, Song Z. Workplace wellness programs can generate savings. *Health Aff (Millwood)*. 2010 Feb;29(2):304-11. doi: 10.1377/hlthaff.2009.0626. Epub 2010 Jan 14. PMID: 20075081.

**"Micro-exercise during working hours could potentially prevent 12.8% of incident long-term sickness absence cases."**

Andersen, L.L., SkovLund, S.V., Vinstrup, J. et al. Potential of micro-exercise to prevent long-term sickness absence in the general working population: prospective cohort study with register follow-up. *Sci Rep* 12, 2280 (2022). doi: 10.1038/s41598-022-06283-8

### 7 Attract and Retain Top Talent

**"The usual perks and salary increases are no longer enough to attract new talent or retain existing employees;" "talent magnets' like 'appreciation' and 'wellbeing' impact +14% and +10%, respectively, on an employee's sense of company community."**

O.C. Tanner Institute. (2022). 2023 Global Culture Report. [octanner.com/global-culture-report.html](http://octanner.com/global-culture-report.html)

**"Wellness programs offer employers a leg-up on recruitment: 88 percent of employees describe access to health and wellness programs as an important factor for defining an employer of choice."**

Virgin Pulse & Workforce. (2014). *The Business of Healthy Employees: A Survey of Workplace Health Priorities*. [connect.virginpulse.com/files/VP\\_Business\\_of\\_Healthy\\_Employees\\_FINALcor.pdf](http://connect.virginpulse.com/files/VP_Business_of_Healthy_Employees_FINALcor.pdf)

### 8 Improve Company Image and Culture

**"When asked why they invest in employee wellbeing, 67% of executives and CEOs say that it's the right thing to do and that it fits the core mission and values of their organization."**

Virgin Pulse. (2019). *The Business of Healthy Employees 2019: The Annual Survey of Workplace Health and Wellbeing*. [connect.virginpulse.com/files/The-Business-of-Healthy-Employees-Annual-Survey-Report.pdf](http://connect.virginpulse.com/files/The-Business-of-Healthy-Employees-Annual-Survey-Report.pdf)

**"The vast majority of employees believe benefits programs improve work culture (90%).... 63% of employees feel more engaged with and loyal to their company."**

Virgin Pulse & Workforce. (2016). *The Business of Healthy Employees: A 2016 Survey of Workplace Health Priorities*. [connect.virginpulse.com/files/VP\\_Business\\_of\\_Healthy\\_Employees\\_FINALcor.pdf](http://connect.virginpulse.com/files/VP_Business_of_Healthy_Employees_FINALcor.pdf)



The National Strength and Conditioning Association is committed to providing resources and guidance to help corporations understand the benefits and value that strength and conditioning professionals add to business environments. We look forward to working with you.

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