



10 Tips to Empower your Employees

1. Tackle the “sitting disease.”

Unfortunately, some workplaces don't have resources or conducive environments to make robust physical activity easy for their employees to engage in at work. Encouraging your employees to get up and move throughout the day is a great start. Offer scheduled walking breaks, consider standing desk options, encourage taking the stairs, conduct your meetings while walking around the building, or challenge your employees to meet step challenges.

2. Provide adequate accommodations for employees who are managing diabetes.

Provide private space for employees to test their blood sugar levels, administer insulin injections, and/or rest while their blood sugar levels normalize. Offer breaks to eat, drink, and take medication.

3. Implement a risk assessment.

Gain employee input and be proactive. Considerations should include:

- how stable the employee's condition is and what treatment he/she is receiving,
- whether the employee has regular meal breaks and the chance to test blood sugar levels at work,
- how work activities and schedules could impact the employee's blood sugar levels,



- what activities might place the employee at risk in the event of hypoglycemia (or low blood sugar),
- whether certain activities (such as driving) are safe.

4. Provide a personalized view of job performance.

Employees with diabetes may be in different stages of treatment and/or management. Therefore, offer individualized interventions and support that meet each employee's needs.

5. Change your company's culture.

One way to support employees who have diabetes, or are at risk of developing it, is to change the company culture to support better nutrition and increased physical activity. Of course, these changes can help everyone in the office since few of us eat or exercise as we should.

6. Conduct an environmental scan.

A good first step is to conduct an environmental scan to determine just how helpful or harmful the work environment is. Check out the [CDC's toolkit](#) for creating healthier hospital environments, which can translate to most workplace environments and is a great resource to get you thinking about the food, drinks, and physical activity provided in the workplace.

7. Offer robust health and wellness benefits.

Offer wellness programs that provide incentives for eating better and becoming more physically active.

8. Use tech to encourage healthy behaviors.

Use devices/apps to track wellness goals. Provide employees with personal activity trackers and encourage them to share daily steps.

9. Support employees' access to behavioral counseling.

While short-term results from some of these programs have been mixed, there's solid evidence that efforts like behavioral counseling can reduce the incidents of diabetes and thus the cost of treating the disease.

10. Educate yourself.

Diabetes UK's guide [Supporting People with Diabetes in the Workplace](#) offers 10 points employers need to understand about the needs of people with diabetes and how those needs can be addressed in the workplace.

