

Blue Cross® VIRTUAL WELL-BEING

Starting a Gym Onsite

If you're noticing a decline in productivity in the workplace, high rates of absenteeism and low employee morale, it may be time to rejuvenate your company by adding an onsite fitness center. A study of Johnson & Johnson employees found that employees' attitudes toward their jobs improved when they participated in health promotion intervention sites, which included fitness centers. Promoting a wellness philosophy could help you retain employees for the long run because they feel like their employer cares about their health and well-being. Here are some other good reasons to start an onsite gym at your workplace:

- Promotes wellness
- Improves work-life balance
- Boosts productivity
- Improves employee morale
- Can reduce absenteeism
- Helps employees manage stress effectively

If you're interested in starting an onsite gym at your workplace, you should first look at resources such as the Wellness Council of America or the Society for Human Resource Management to begin your plan. Some tips from *Small Business Trends* include:

- Survey employees.
- Find financing.
- Be strategic about location.
- Source the right equipment.
- Consider licensing requirements.
- Understand your insurance needs.
- Hire help wisely.



Starting an onsite gym is a big commitment and investment. If you're not ready, but want to offer your employees some fitness options, your company can:

- Reimburse employees for off-site fitness expenses.
- Offer discounted memberships at national clubs.
- Start a running club for your employees.
- Consult health clubs about overseeing and managing your onsite gym.

Putting your employees' wellness first can go a long way for your company, and an onsite gym or alternative fitness option is a good way to show them you care about their health and well-being.

Sources: shrm.org*, activewellness.com*, smallbiztrends.com*

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