Workers who are on their feet all day likely would benefit from different wellness offerings compared with those who spend most of their day at a desk, a new report from the International Foundation shows. Based on results of the 2019 Workplace Wellness Trends survey, the report shows that the costliest health conditions for organizations with jobs that are predominantly active (e.g., construction, nursing, etc.) are different from those with jobs that are predominantly sedentary (e.g., desk jobs). This means that wellness initiatives may need to be tailored—based on how active their workers are—to be the most effective.

Here’s a look at some of the key differences between organizations with predominantly active jobs and those with predominantly sedentary workforces.

### Costliest Health Conditions

<table>
<thead>
<tr>
<th>Condition</th>
<th>Sedentary</th>
<th>Active</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diabetes</td>
<td>34%</td>
<td>60%</td>
</tr>
<tr>
<td>Cardiovascular disease</td>
<td>28%</td>
<td>40%</td>
</tr>
<tr>
<td>Mental health</td>
<td>28%</td>
<td>13%</td>
</tr>
</tbody>
</table>

### Worker Conditions That Have the Most Impact on Organizations’ Overall Health Care Costs*

<table>
<thead>
<tr>
<th>Condition</th>
<th>Sedentary</th>
<th>Active</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cancer</td>
<td>60%</td>
<td>48%</td>
</tr>
<tr>
<td>Musculoskeletal conditions</td>
<td>53%</td>
<td>51%</td>
</tr>
<tr>
<td>Diabetes</td>
<td>34%</td>
<td>28%</td>
</tr>
<tr>
<td>Cardiovascular disease/heart disease</td>
<td>28%</td>
<td>25%</td>
</tr>
<tr>
<td>Mental/behavioral health</td>
<td>28%</td>
<td>26%</td>
</tr>
<tr>
<td>Obesity</td>
<td>28%</td>
<td>26%</td>
</tr>
<tr>
<td>Hypertension/high blood pressure</td>
<td>25%</td>
<td>20%</td>
</tr>
</tbody>
</table>

### Workplace Wellness Offerings

**Organizations With Predominantly Sedentary vs. Predominantly Active Jobs**

- **EAP**
  - Sedentary: 41%
  - Active: 61%

- **Standing/walking workstations**
  - Sedentary: 51%
  - Active: 63%

- **Lunch and learns**
  - Sedentary: 53%
  - Active: 69%

- **Vacation/time off is encouraged**
  - Sedentary: 41%
  - Active: 61%

- **Health screenings**
  - Sedentary: 41%
  - Active: 66%

- **Ergonomic training/support**
  - Sedentary: 39%
  - Active: 48%

- **On-site fitness equipment**
  - Sedentary: 37%
  - Active: 46%

- **Exercise breaks encouraged**
  - Sedentary: 33%
  - Active: 46%

- **Healthy food choices available**
  - Sedentary: 32%
  - Active: 42%

- **Organized group run/walk events**
  - Sedentary: 29%
  - Active: 40%

*Respondents selected the top three conditions impacting overall health care costs.*