



# Sweat Equity: Enhancing Personal Performance and Organizational Success through Exercise

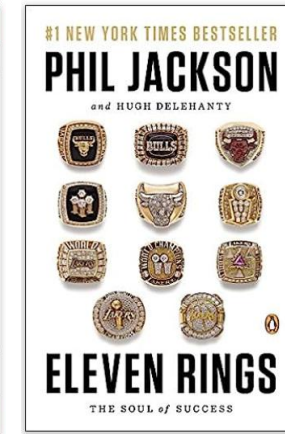
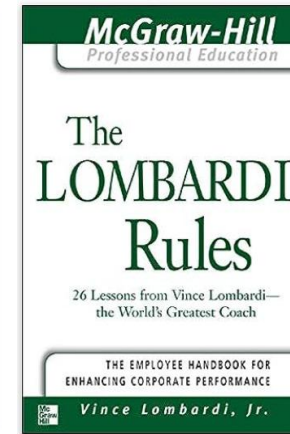
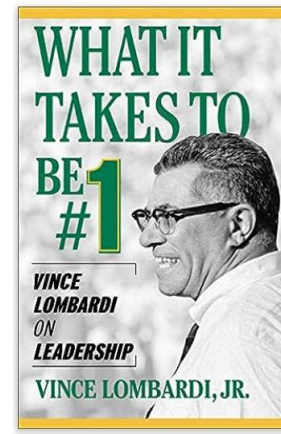
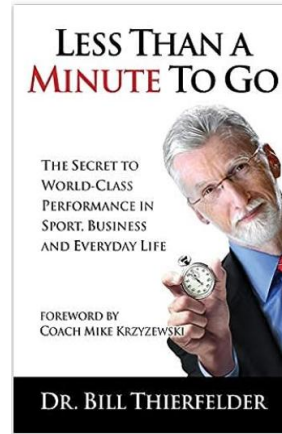
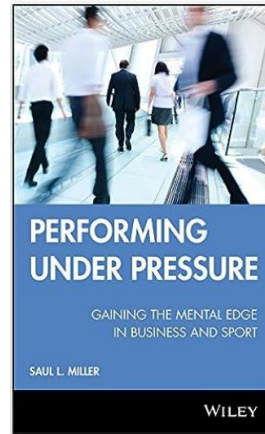
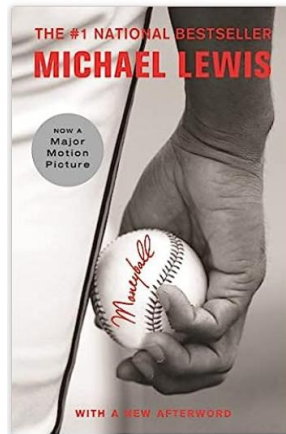
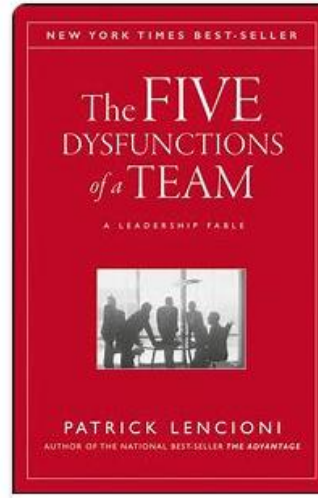
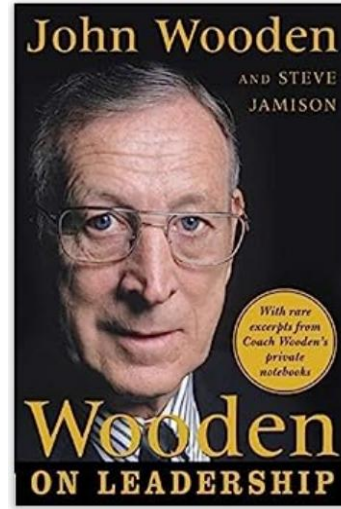
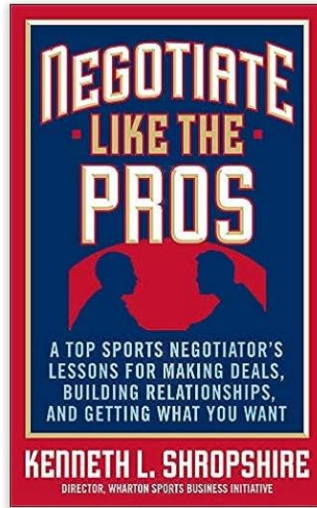
Nancy Tavares, MHRM, CHRL

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# Linking Sport and Business Success

## Key Objectives:

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Explore the significant impact that exercise can have on workplace performance.

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Gain insights into the benefits of exercise.

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Actionable ideas for Implementation.

A background image of a spiral-bound notebook with lined pages, viewed from an angle. The notebook is dark purple or blue. A bright pink tab is visible in the top right corner.

1 Minute – Write One -  
Two Learnings to Apply







# Agenda

- ▶ Exercise and Work Performance
- ▶ Strength through Failure
- ▶ Goal Setting and Achievement
- ▶ Development of Work Ethic, Creativity and Problem Solving
- ▶ Find your Voice
- ▶ Networking & Community
- ▶ Practical Application & Execution

# Exercise and Work Performance



**Figure 1. Treadmill workstation image.**  
doi:10.1371/journal.pone.0088620.g001

- ▶ 12-month study
- ▶ Participants volunteered 40 ee
- ▶ Financial Services Company
- ▶ Speed 0-2mph
- ▶ Non-walker, walker 1 & 2
- ▶ Weekly performance surveys
- ▶ Caloric expenditure & allocation of time in minutes of different levels of activity

Ben-Ner, A., Hamann, D. J., Koepf, G., Manohar, C. U., & Levine, J. (2014). Treadmill Workstations: The Effects of Walking while Working on Physical Activity and Work Performance . *PLoS ONE*.

# Results

- ▶ **Key take-away:** There is a positive link between increased physical activity and on-the-job performance.
- ▶ Increase performance
- ▶ Increase activity 74 cal = reduction of 1 hour of sedentary activity
- ▶ Initial dip as adjusting

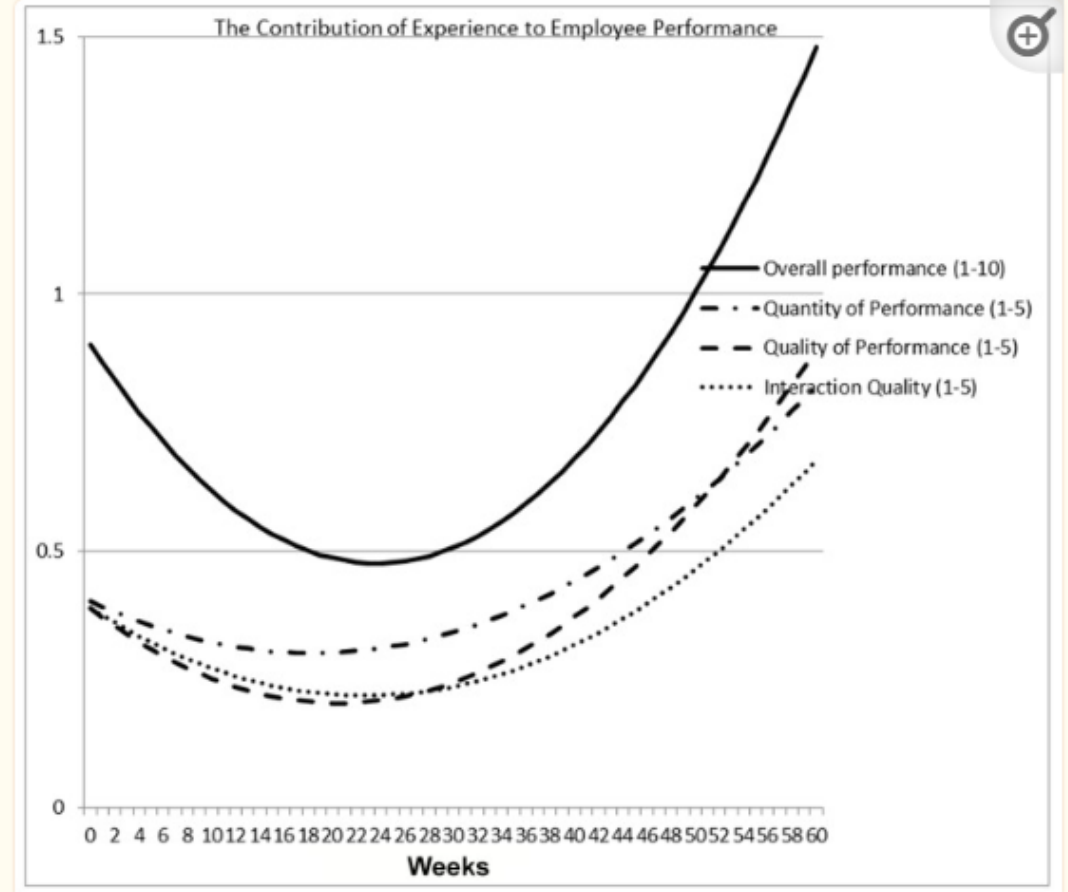


Figure 3

The Treadmill Workstation Learning Curve - The Contribution of Experience to Employee Performance.

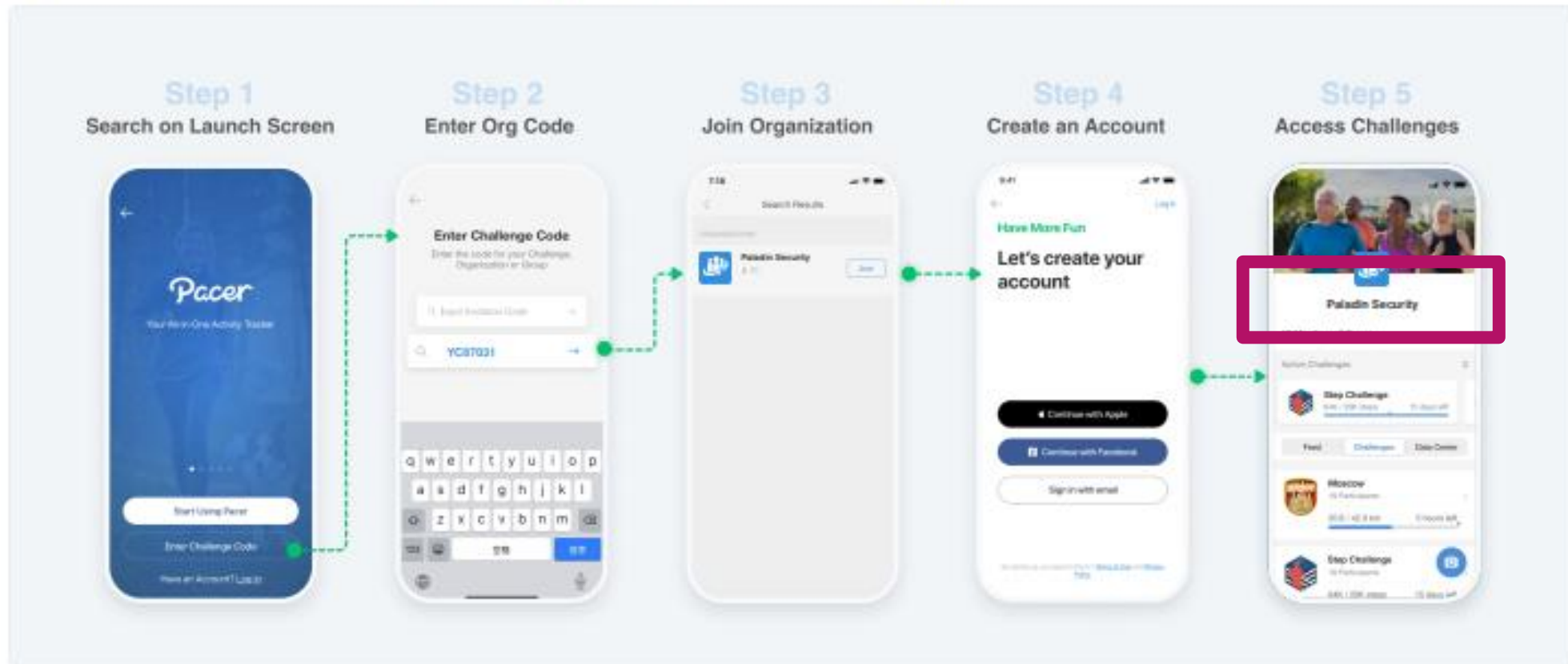


# Steps Challenge



Pacer

If you're new to Pacer, you can enter your Org Code on the App's first screen.



# Strength through Failure

## Progressive Overload



*Progressive tension overload* is one of the major factors of muscle gain (Krzysztofik, Wilk, Wojdala, & Golas, 2019)

### 💡 Key take-away:

- ▶ The skills and competencies we learn through the concept of *progressive overload* and strength training can transfer over to our work life. This helps to enforce critical competencies such as hard work, determination, continuous learning, perseverance and dealing with discomfort. Get your “reps” (repetitions) in.

# Goal Setting and Achievement

## Long Term and Short Term



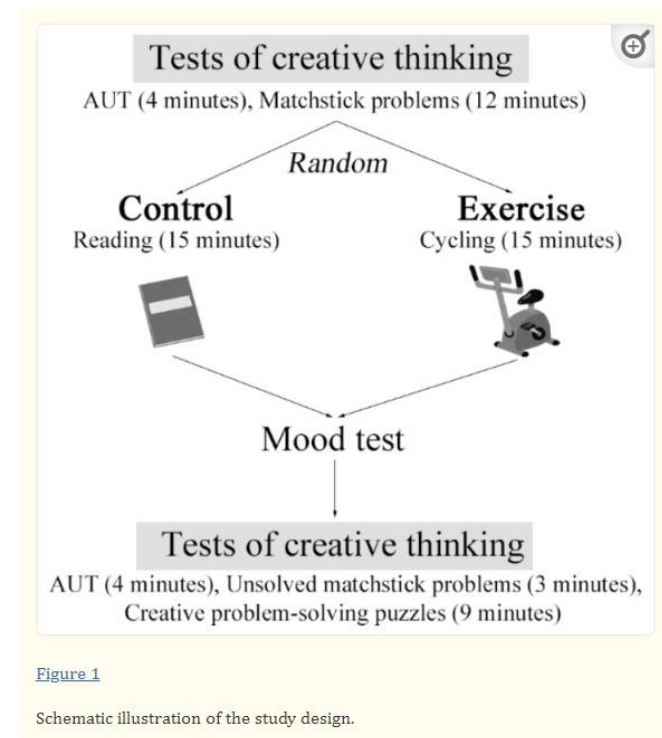
## Milestones - SMART



💡 **Key take-away:** Break your longer-term goals into smaller goals. Map it out. Set specific, measurable, attainable, relevant and time-bound goals. Be honest with yourself if you are willing to do the work.

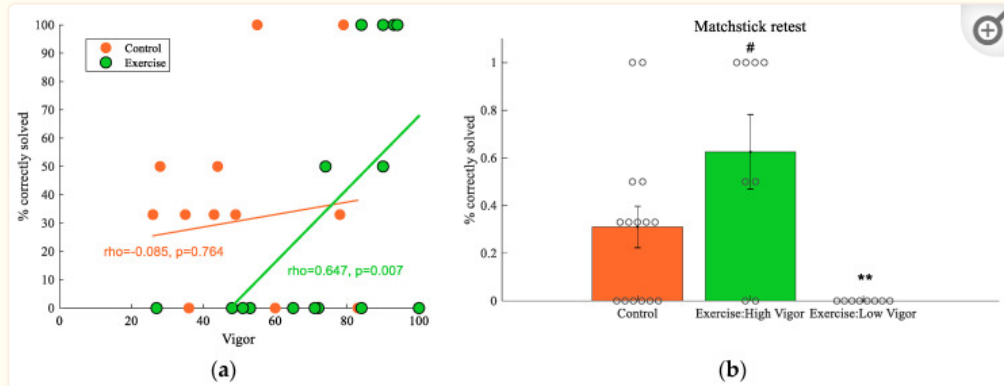


# Development of Work Ethic, Creativity and Problem Solving



Aga, K., Inamura, M., Chen, C., Hagiwara, K., Yamashita, R., Hirotsu, M., . . . Nakagawa, S. (2021). The Effect of Acute Aerobic Exercise on Divergent and convergent Thinking and Its Influence by Mood. *Brain Science*.

# Results



[Figure 5](#)

Exercise effect on matchstick re-test affected by vigor. (a) Scatterplot of the association (with a regression line) between post-intervention vigor and matchstick re-test score in each group; (b) comparison of matchstick re-test score between control and the two exercise groups (created based on a median split of vigor). \*\*,  $p < 0.01$ ; #  $p = 0.081$ , compared to control. Data shown as means  $\pm$  SE, circles represent individual responses.

💡 Increase in problem solving

# Find your Voice

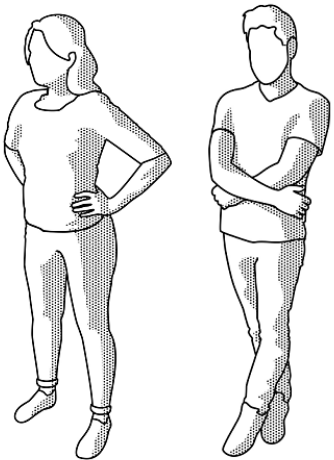
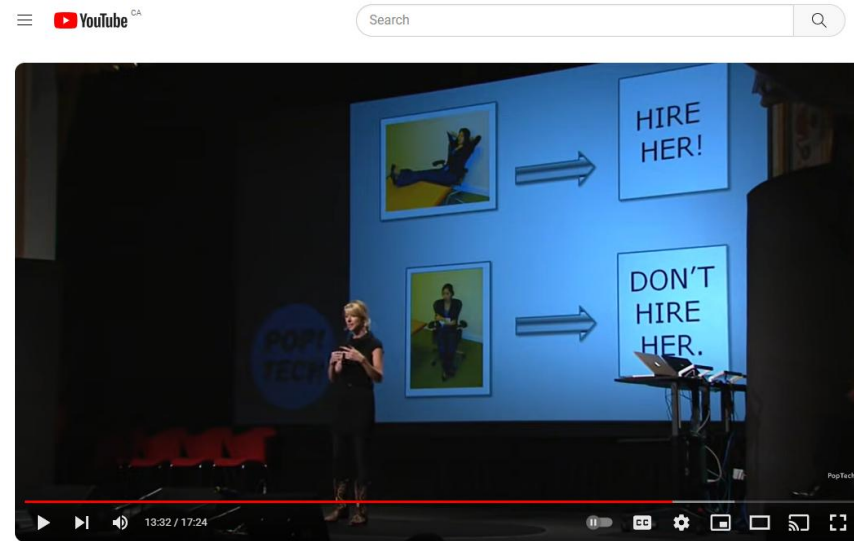


Figure 1. Images depicting the high-power (left) and low-power (right) poses adopted by participants in this experiment.

high-power posers better maintained their composure, demonstrated more confidence and presented more engaging and enthusiastic speeches during the interview. (Cuddy, Wilmoth, Yap, & Carney, 2015).



Amy Cuddy: Power Poses

💡 **Key take-away:** As you engage in physical exercise you increase endorphins, *take up space* through movement and increase confidence which can transfer over to the workplace. This can enable people to contribute more to the workplace through participation.

Cuddy, A. J., Wilmoth, C. A., Yap, A. J., & Carney, D. R. (2015). Preparatory Power Posing Affects Nonverbal Presence and Job Interview Performance. *Journal of Applied Psychology*.



# Networking and Community

## Park runners

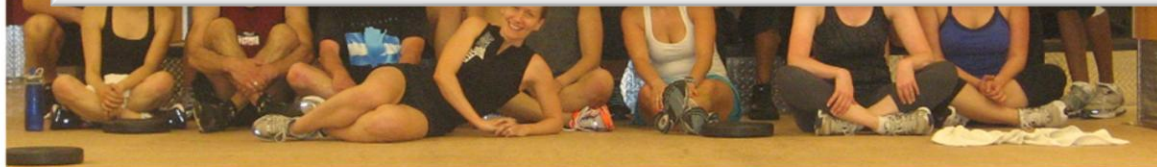
RUNNER'S WORLD SHOES & GEAR TRAINING HEALTH & INJURIES MUST READ RUNNER'S WORLD+

Video

## The Runner's Wave: How To Wave

Experts demonstrate the correct hand and arm motions to use to perfect the gesture.

BY THE RUNNER'S WORLD EDITORS PUBLISHED: MAR 17, 2016



Panel A. Frequency Data (% of survey returns)

Measure	Response	% (n) of survey responses
<i>Motivation</i>	Social	61.04 (448)
	Training	36.51 (268)
	Competition	2.45 (18)
<i>Co-running</i>	Solo	67.71 (497)
	Friends / family	14.44 (106)
	Acquaintances	11.58 (85)
	Friends / family / acquaintances	6.40 (47)
<i>Pace Influence</i>	Slowed down	8.17 (60)
	Sped up	6.13 (45)
	Natural pace	11.44 (84)
	Not applicable (running alone)	74.25 (545)
<i>Co-participation</i>	Solo	18.80 (138)
	Acquaintances	27.52 (202)
	Friends / family / acquaintances	53.68 (394)
<i>Pre-run Sociality</i>	Solo	25.75 (189)
	Social	62.94 (462)
	Other	11.31 (83)

Panel B. Mean Data

Measure (response scale)	Mean (SD; range)
<i>Parkrun community:</i>	
<i>Support (1-7)</i>	5.72 (1.06; 2-7)
<i>Integration (1-7)</i>	5.76 (1.08; 1-7)
<i>Effort (6-20)</i>	14.61 (2.25, 6-20)
<i>Fatigue (1-7)</i>	4.79 (1.27; 1-7)
<i>Pain (1-7; 64.17%, n = 471)</i>	4.24 (1.32, 1-7)
<i>Enjoyment (1-7)</i>	5.64 (1.12, 1-7)
<i>Energy (1-7)</i>	5.64 (1.06; 1-7)
<i>Run time (min:sec)</i>	27:52 (5:53; 16:36-57:20)

<https://doi.org/10.1371/journal.pone.0256546.t002>

# Practical Application and Next Steps

## Setting Boundaries



## Wellness





# Key Points

- ▶ Exercise and Work Performance
- ▶ Strength through Failure
- ▶ Goal Setting and Achievement
- ▶ Development of Work Ethic, Creativity and Problem Solving
- ▶ Find your Voice
- ▶ Networking & Community
- ▶ Practical Application & Execution







Thank  
you

# Works Cited

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