



Sweat Equity: Enhancing Personal Performance and Organizational Success through Exercise

Nancy Tavares, MHRM, CHRL

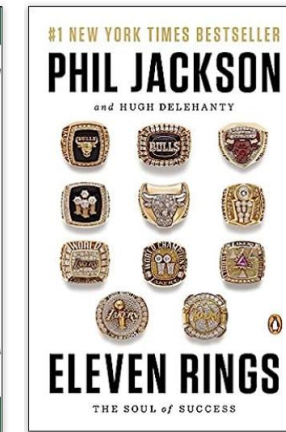
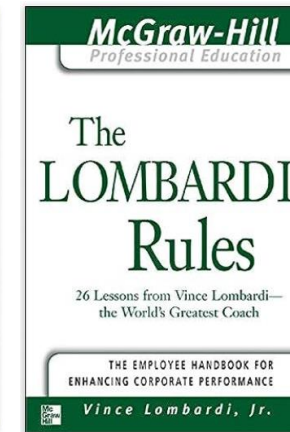
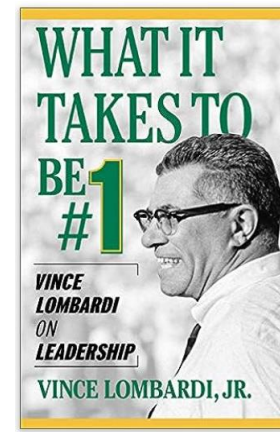
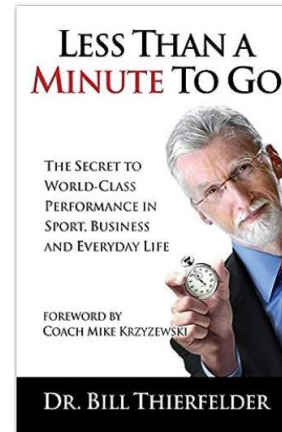
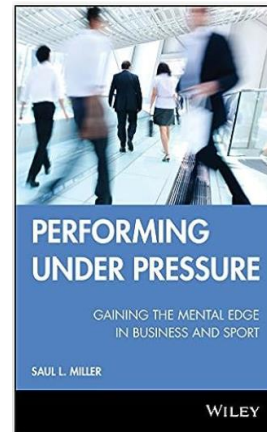
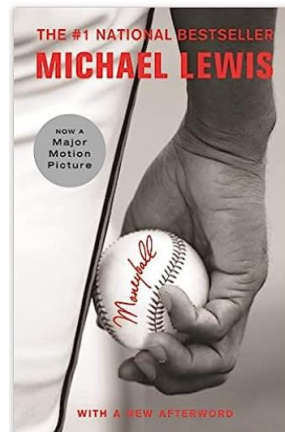
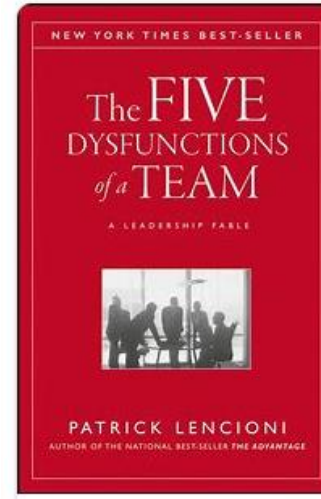
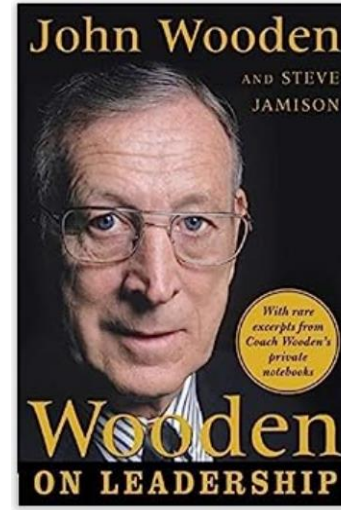
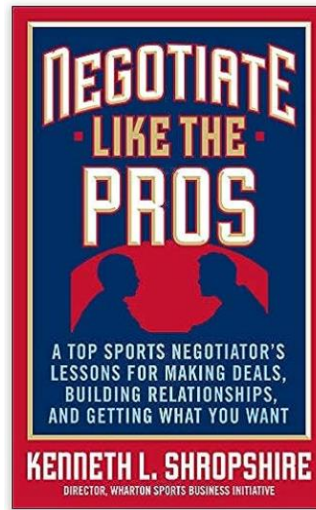
SECURITY IS THE MOST FRIENDLY

We are defined by a range of security services, success, and the ability to help our clients achieve their goals.

[EXPLORE SERVICES](#)

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Linking Sport and Business Success



Key Objectives:

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

Gain insights into the benefits of exercise.

Actionable ideas for Implementation.

A background image of a spiral-bound notebook with lined pages, viewed from a high angle. The notebook is dark purple or blue. A bright pink rectangular 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



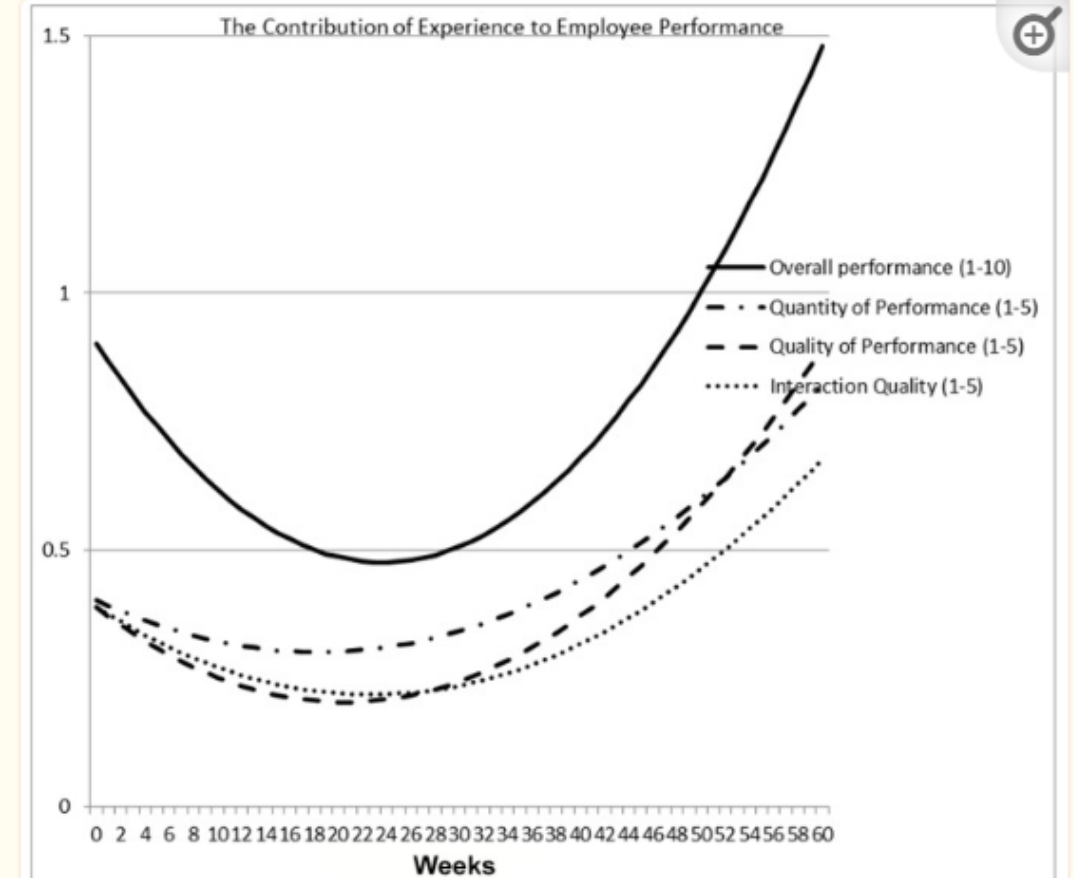
Figure 1. Treadmill workstation image.
doi:10.1371/journal.pone.0088620.g001

- ▶ 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., Koepp, 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 cals = reduction of 1 hour of sedentary activity
- ▶ Initial dip as adjusting



[Figure 3](#)

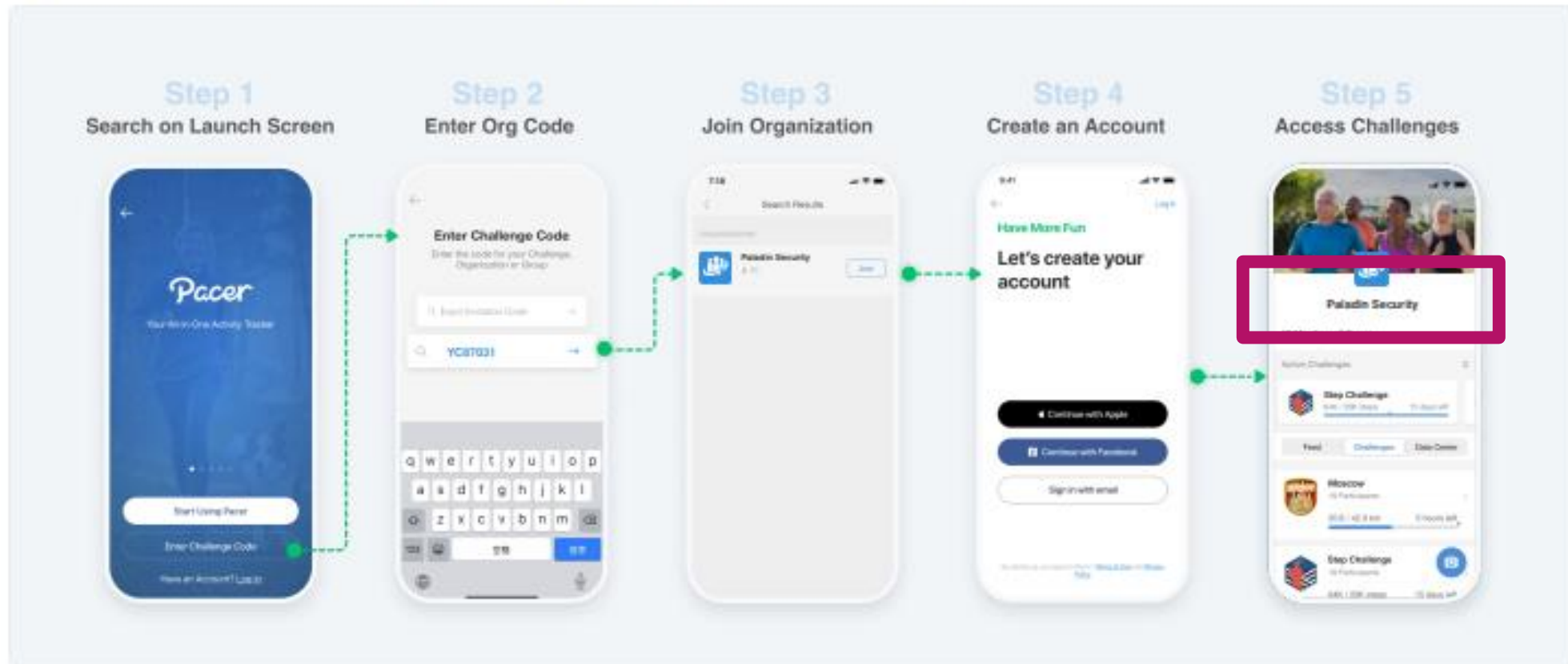
The Treadmill Workstation Learning Curve - The Contribution of Experience to Employee Performance.

Steps Challenge



Pacer

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



Wellness Ideas

🥗 Day 3, Health & Safety Week: "Well-Fed Wednesday" — Nutrition & Physical Health

Feed Your Focus — It's Well-Fed Wednesday!

Food is fuel — and hydration is power! Today we're focusing on small choices that energize your body and sharpen your mind. When you feel good, you do good.

🍷 Today's tip:

Drink one extra glass of water and swap a snack for something fresh. Small steps = big energy!

🏃 Move it:

Stand up, stretch it out, and take a quick walk around your workspace or dance for 10 seconds. (We won't judge your moves.)

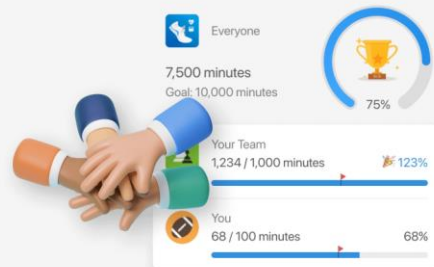
🍎 Mini-challenge:


Try a new healthy recipe or bring a nutritious lunch. Bonus points if you inspire someone else to do the same!








Fuel your body with good choices today — because a healthy team is a strong and unstoppable one!

Form Healthy Habits Together

Bring your team together and achieve health goals as a whole. Boost morale and company culture.



Sunpreet Dhillon

ReplyReply allForward

Thu 2025-05-08 9:55 AM

Good morning Team,

Off the heels of our recent **Great Place to Work** survey, it's clear that one of the things we value most as a company is a culture that supports balance - and we're listening!

We're excited to introduce a new weekly initiative that's all about getting some fresh air, friendly faces and some midweek movement. Starting **next Wednesday, May 14, 2025**, everyone is invited to join us for **"Walk It Out Wednesdays 🚶"** - a casual walk to **recharge, reconnect and refresh**.

Why Walk?

In our fast-paced industry, it's easy to let well-being take a back seat. But investing in our health doesn't have to be complicated, it starts with small, consistent habits. Aside from giving our eyes a break from screens and our minds a break from meetings, research shows that walking can:

- Boost creativity and focus 🧠
- Reduce stress and improve mood 😊
- Encourage a stronger team bond 🤝
- Improve overall health and energy levels 💪


Details:

- 📍 Meet in the kitchen/lunch room

So don't forget your sneakers, leave your inbox behind for a bit and let's talk a step toward better well-being together.

See you all next Wednesday!

Regards,



Sunpreet Dhillon
National Manager, Programs and Talent Development, People & Culture
[Paladin Security](#)

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

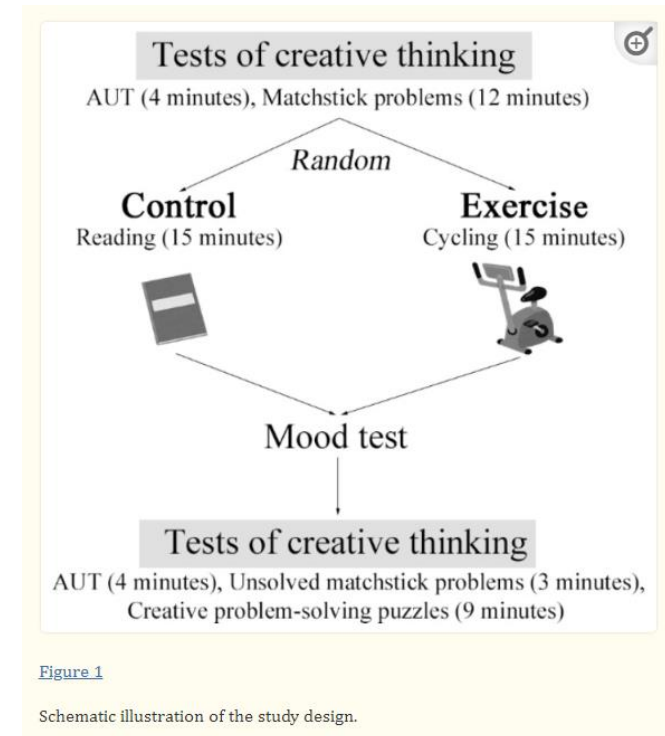


Milestones - SMART



💡 **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

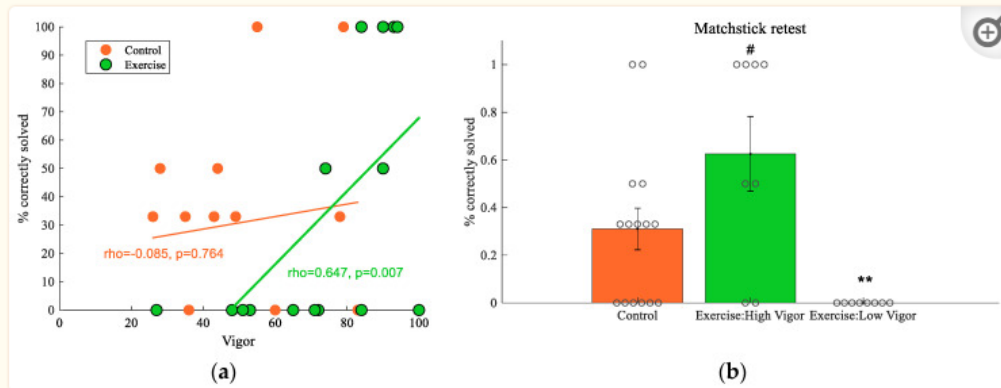


Figure 5

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

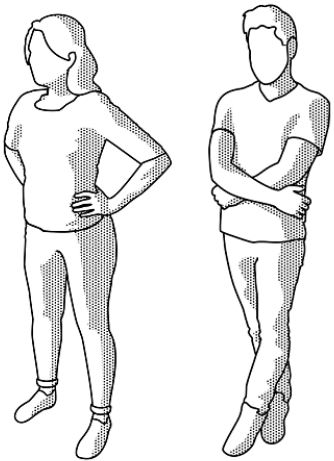
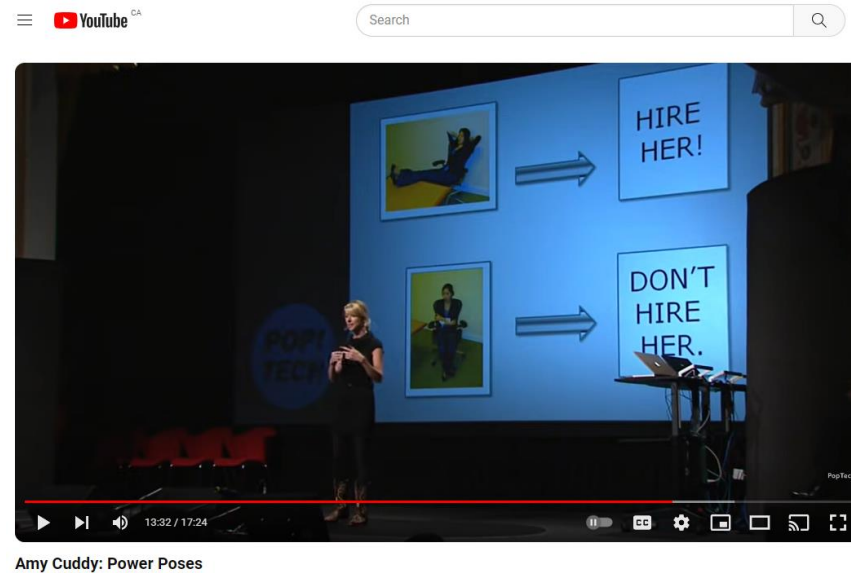


Figure 1. Images depicting the high-power (left) and low-power (right) poses adopted by participants in this experiment.

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).

💡 **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



motions to

Panel A. Frequency Data (% of survey returns)

Measure	Response	% (n) of survey responses
Motivation	Social	61.04 (448)
	Training	36.51 (268)
	Competition	2.45 (18)
Co-running	Solo	67.71 (497)
	Friends / family	14.44 (106)
	Acquaintances	11.58 (85)
	Friends / family / acquaintances	6.40 (47)
Pace Influence	Slowed down	8.17 (60)
	Sped up	6.13 (45)
	Natural pace	11.44 (84)
	Not applicable (running alone)	74.25 (545)
Co-participation	Solo	18.80 (138)
	Acquaintances	27.52 (202)
	Friends / family / acquaintances	53.68 (394)
Pre-run Sociality	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>	
Support (1-7)	5.72 (1.06; 2-7)
Integration (1-7)	5.76 (1.08; 1-7)
Effort (6-20)	14.61 (2.25, 6-20)
Fatigue (1-7)	4.79 (1.27; 1-7)
Pain (1-7; 64.17%, n = 471)	4.24 (1.32, 1-7)
Enjoyment (1-7)	5.64 (1.12, 1-7)
Energy (1-7)	5.64 (1.06; 1-7)
Run time (min:sec)	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
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- ▶ Goal Setting and Achievement
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Thank
you

Works Cited

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