

# The Business Case For Adopting Sit-Stand Workstations



## EXECUTIVE BRIEF

Developing a movement mindset should be a top priority for organizations of every size and structure. Adding more frequent light-intensity physical activity during the workday—such as intermittent standing—is beneficially associated with physical and mental health, which can address pressing issues such as absenteeism, presenteeism, rising healthcare costs and even employee satisfaction. Movement doesn't have to take individuals away from their workstations. Organizations can incorporate movement with sit-stand workstations to enhance productivity and to help employees thrive.

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**THE EMPLOYEE'S PERSPECTIVE**

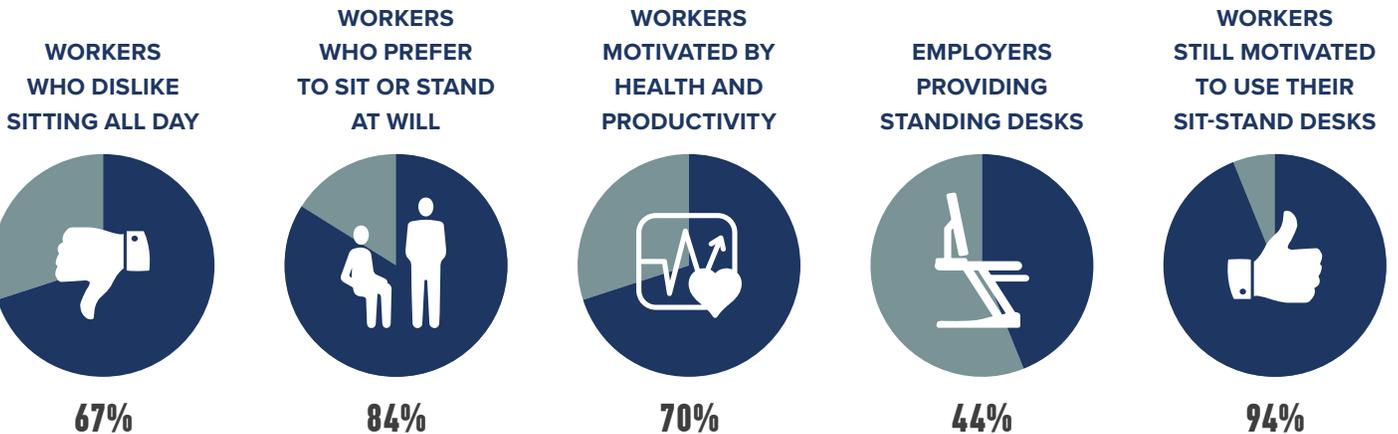
Many wellness interventions require participation in an event or program. An adjustable sit-stand workstation supports movement by allowing employees to quickly change positions without interrupting workflow, focus or productivity.

**1. Cost-effective**

Inactive employees are more expensive than active ones.<sup>1</sup> While making changes to furniture may seem expensive, the cost of doing nothing can far outweigh the investment. Healthcare costs are one of your organization's largest expenses, and physical inactivity contributes to some of the most common, costly and preventable health problems. Studies have shown that more frequent movement can both proactively and reactively help people achieve better health and wellness, which translates to less missed work, better engagement and more productivity. Go to [payback.ergotron.com](http://payback.ergotron.com) for your personal ROI.

**2. Strategic**

Organizations that want to remain competitive, recruit and retain top talent and outperform competition should adopt best-practice wellness programs to help achieve those goals. **Standing desk adoption continues to rise, with 44% of employers providing or subsidizing the cost of replacing a regular desk with a standing desk.**<sup>2</sup> Movement benefits employees regardless of age, health status or fitness profile, easily helping populations that might normally be more difficult to target, like those that are aging or suffering from chronic conditions.



Source: Ergotron's Workplace Movement Assessment

### 3. Self-sustaining

In comparison to traditional wellness activities, signing off on a sit-stand desk initiative requires very few employee resources. The right sit-stand manufacturer can provide you with training and implementation tools, and once established, the program is easy to maintain.

### 4. Adaptable

While adding a fitness room or walking path may be space-prohibitive, retrofitting an existing workstation with sit-stand adjustability requires no additional space. The transition can easily be done with the existing infrastructure and furniture, and the investment will work for many users and years to come. It can also address the changing office climate to accommodate co-work spaces, temporary staff, outside consultants and visiting sales teams.

### Conclusion

As employers continue to invest in wellness programs, the best initiatives will benefit both individuals and organizations. With millions of employees performing jobs in front of computers or around conference tables, it's time to have them work in a way that promotes wellness, productivity and satisfaction. When it comes to decision time, feel confident that approving a sit-stand initiative and building a movement culture makes good business sense. Download the complete handbook, *Make the Sit-Stand Switch*.

MAKE THE SWITCH

### THE EMPLOYEE'S PERSPECTIVE

According to the *Workstation Impact Assessment Survey*, 94% of sit-stand users report being equally or more motivated to use their workstation now than when they began.<sup>3</sup> When asked why, people report feeling better and experiencing the benefits of movement firsthand, which may account for why 70% report being primarily motivated by the benefits to health and productivity.<sup>4</sup>

<sup>1</sup> Goetzel RZ, Xiaofei P, Tabrizi MJ, Henke RM, Kowlessar N, Nelson CF, Metz RD. (2012). "Ten modifiable health risk factors are linked to more than one-fifth of employer-employee health care spending." *Health Affairs* 31(11),2474-2484.

<sup>2</sup> SHRM 2017 Employee Benefits Report

<sup>3</sup> Ergotron Workplace Movement Assessment, 2016

<sup>4</sup> JustStand® Index

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