

Table 1 W@WS 'sit less and move more' intervention strategies relative to program phases

Stages	Aim	Strategies
Incidental movement Phase I (weeks 1-2)	Integrate incidental movement into work tasks.	Take advantage of centralized office equipment (e.g. photocopier or printer) and spread these work tasks out through the day. When agreed and appropriate with colleagues, deliver some messages in person, rather than always sending emails. Stand up and/or move around the office while talking on the phone or reading documents. When appropriate, organise walk-talk, rather sit-talk meetings.
Short walks Phase II (weeks 3-4)	Implement short, regular walks of 5-10 minutes at opportune times across the work day.	Active morning and afternoon work breaks. Active travel during commuting (e.g. park the car further and walk, or walk and take public transport).
Longer walks Phase III (weeks 5-6)	Undertake a longer, daily walk of 10 minutes or more during the working week.	Organise walks with colleagues, or plan to walk alone, at lunch time or before/after work.
Higher step count frequency and intensity Phase IV (weeks 7-8)	Regularly achieve 10,000 daily steps and raise the intensity of some short and longer walks.	Identify opportunities to increase the frequency of incidental movement and short/longer walks. When moving around the workplace, use the stairs instead of lifts or escalators. Use the natural environment and plan longer walking routes that include inclines or steps. Increase step cadence, or the number of steps taken each minute on short and longer walks.

Table 2 Interviewee and survey participant demographics at baseline, and sitting time and step count changes post intervention

	Interviewees (n=12)	Survey (n=88)
Age	44 ±12 years	42 ±8 years
Gender		
Men	n=6	n=35 (39%)
Women	n=6	n=53 (61%)
Job role		
Academic	n=6	n=52 (59%)
Administrative	n=6	n= 37 (41%)
Body Mass Index (BMI)	24.9 ±2.8 kg/m ²	25.4 ±4.0 kg/m ²
Walking		
Baseline	6,800 ±1,844 steps/day	8,788 ±2,691 steps/day
Number who increased	n=10 (87%)	n=59 (67%)
Sitting		
Baseline	8.8 ±1.8 hours/day	7.4 ±2.2 hours/day
Number who decreased	n=4 (37%)	n=53 (60%)

Data presented as mean ±SD for continuous variables and n (%) for categorical variables

Table 3 Number (%) of employees using W@WS strategies and survey score averages at two months follow up.

Strategies	Never (1)	Hardly ever (2)	Sometimes (3)	Usually (4)	Survey score (Mean±SD)
Incidental Movement (Phase I: Weeks 1-2)					
Active work tasks (e.g. using a centralized Printer or active emails)	2 (3)	7 (8)	47 (56)	28 (33)	3.1 (0.7)
Walk-talk meetings	48 (59)	17 (21)	9 (11)	7 (9)	1.7 (1.0)
Short walks (Phase II: Weeks 3-4)					
Active work breaks	15 (18)	20 (24)	36 (44)	11 (14)	2.5 (0.9)
Active travel during commuting	23 (29)	9 (12)	15 (19)	31 (40)	2.7 (1.3)
Longer walks (Phase III: Weeks 5-6)					
Groups	70 (83)	11 (13)	2 (3)	1 (1)	1.2 (0.5)
Alone	26 (30)	24 (30)	22 (27)	11 (13)	2.2 (1.0)
Higher intensity walking (Phase IV: Weeks 7-8)					
Stairs, natural inclines and step cadence	2 (2)	3 (4)	22 (27)	55 (67)	3.6 (0.7)

Table 4 Factors that enabled strategy uptake: Survey score distributions (number of employees and [%]) and averages.

Facilitators	No influence (1)	Some influence (2)	Strong influence (3)	Very strong influence (4)	Survey score (Mean±SD)
Program supports					
Pedometer and diary logging	2 (3)	16 (19)	38 (45)	28 (33)	3.1 (0.8)
Educational materials	8 (10)	18 (21)	43 (51)	15 (18)	2.8 (0.9)
Following an aim for each phase	9 (11)	18 (21)	42 (50)	15 (18)	2.8 (0.9)
Following progression by visual graphics	8 (10)	39 (46)	26 (31)	11 (13)	2.5 (0.8)
Receiving fortnightly emails	16 (19)	47 (56)	21 (25)	-	2.1 (0.7)
Health-related work context					
Being aware of too much occupational sitting	2 (2)	27 (32)	36 (43)	19 (23)	2.9 (0.8)
Being aware of opportunities to 'sit less and move more' at work	4 (5)	22 (26)	44 (52)	14 (17)	2.8 (0.9)
Percieved improvements in health	17 (21)	40 (49)	20 (24)	5 (6)	2.2 (0.8)
Previous or current health conditions	55 (65)	17 (21)	11 (13)	1 (1)	1.5 (0.8)

Table 5 Factors that limited strategy uptake: Survey score distributions (number of employees and [%]) and averages.

Barriers	No influence (1)	Some influence (2)	Strong influence (3)	Vey strong influence (4)	Survey score (Mean±SD)
Screen based work	3 (4)	13 (15)	32 (38)	36 (43)	3.2 (0.8)
Lack of time, time pressure, and excessive workload	12 (14)	16 (19)	27 (32)	29 (35)	2.9 (1.1)
Not being fully aware of the amount of time spent sitting at work	19 (23)	31 (37)	23 (28)	10 (12)	2.3 (1.0)
Bad weather	26 (31)	34 (41)	17 (20)	7 (8)	2.1 (0.9)
Lack of support from colleagues	45 (56)	15 (19)	12 (15)	8 (10)	1.8 (1.0)
Poor goal setting	40 (48)	31 (37)	11 (13)	2 (2)	1.7 (0.8)
Lack of support from management team	57 (69)	11 (13)	9 (11)	6 (7)	1.6 (1.0)
Belief that physical activity outside work offsets long periods of sitting at work	50 (60)	22 (27)	11 (13)	-	1.5 (0.7)