

# Home Office Ergonomics - Sustained Process

## Ongoing Steps for People Leaders and Safety Professionals

Once you have established the basics regarding home office ergonomics, we recommend these 4 phases for a sustainable home office ergonomics program. A robust ergonomics program that assists employees in establishing healthy habits could be a key piece of your revised health, safety and wellness strategy.

### 1. Movement

Continue to encourage movement as a key strategy to interrupt static work.

Movement opportunities include a morning team warm-up, individual refresh breaks and walking while taking calls (inside or out).

### 2. Surveillance

Monitor your employees discomfort to help address concerns early. Use your own company systems or use our confidential electronic [discomfort survey](#) to flag potential issues and respond early.

### 3. Evaluate

Adapt your normal office ergonomics process with remote evaluations. Update your available product lists based on use in the home. Prioritize evaluations and manage expectations for furniture.

### 4. Resolve

Implement practical controls to mitigate the identified risks. Follow-up with employees to ensure their concerns have been addressed.