**A  Prevention at the environmental level**  
advice for the employer

1. Inventory obesogenic risk factors in the work environment using the environment scan.
2. Inventory if current health policy is adequate.
3. Inform and advise the employer and workers’ representative council.

**B  Prevention at the individual level**  
advice for the employee

During all next steps: maintain good contact with the employee, emphasize confidentiality of results and address resistance to change.

1. Identify individuals at risk for weight gain.
2. Set the agenda: which performance objective or other subject would the employee like to address.
3. Inventory motivation for change and provide stage matched advice to change behavior:

<table>
<thead>
<tr>
<th>Unaware</th>
<th>Unengaged</th>
<th>Deciding about action</th>
<th>Deciding not to act</th>
<th>Deciding to act</th>
<th>Acting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target: knowledge, awareness and attitude.</td>
<td>Target: attitude, perceived behavioral control, motivation.</td>
<td>Target: attitude, perceived behavioral control to overcome barriers, intention, subjective norm</td>
<td>Methods: -discuss decisional balance and beliefs -reinforcement -tailored feedback -active learning</td>
<td>Target: attitude</td>
<td>Methods: -discuss decisional balance and beliefs</td>
</tr>
<tr>
<td>Methods: -tailored feedback -self-monitoring -personalized risk -discuss decisional balance and beliefs</td>
<td>Methods: -discuss decisional balance and beliefs -reinforcement -goal setting -tailored feedback -skill training -social support</td>
<td>Methods: -discuss decisional balance and beliefs</td>
<td>Target: perceived behavioral control to overcome barriers, skills, subjective norm</td>
<td>Methods: -positive feedback -skill training -set realistic goals -active learning -reinforcement -form action plan -skill training -social support</td>
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<td>Methods: -discuss decisional balance and beliefs</td>
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</tr>
</tbody>
</table>

4. Plan next counseling session

**C  Evaluation and Maintenance**

1. Evaluate prevention at the environmental level after 6 months using the environment scan.
2. Evaluate prevention at the individual level after 6 months using the employees action plan.
3. Maintain prevention at the environmental level by setting prevention of weight gain on the company agenda once a year and address relapse prevention.
4. Maintain prevention at the individual level by addressing the employees long term goals and provide permanent attention for weight gain prevention through active information.