



MIND BODY THERAPY

From Awareness To Action: Ergonomics For Lasting Workplace Wellness

A Practical Guide for Companies to Boost Health,
Focus & Productivity





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Introduction

Why This Guide?

Most companies assume ergonomics means only buying Ergonomic chairs and desks. In reality, **lasting workplace wellness comes from behaviour change and prevention strategies** — teaching employees how to use what they already have, before investing in new fancy setups.

This guide shows how ergonomics creates long-term change through awareness, posture correction, and small but powerful daily habits.

Headaches That Weren't About Glasses

A Dubai-based CEO came to me frustrated.

👉 He had been prescribed progressive glasses a few months ago, but constant **headaches forced him to take painkillers every 3-4 days**.

👉 He kept rechecking the prescription, assuming the problem was with the lenses.

When I evaluated his workstation, the real culprit was clear:

- **The monitor height and angle** didn't match the visual needs of progressive lenses.
- There was also **screen glare** adding unnecessary eye strain.

💡 With a simple **adjustment of monitor placement** and lighting, his headaches disappeared — within just **one week**.

Lesson: Sometimes it's not your body failing you — it's the way your environment is set up. And often, the fix doesn't cost a dirham in new furniture.



Why Ergonomics Matters For Business

Ergonomics Isn't About Fancy Furniture. It's About Performance, Retention, And Culture.

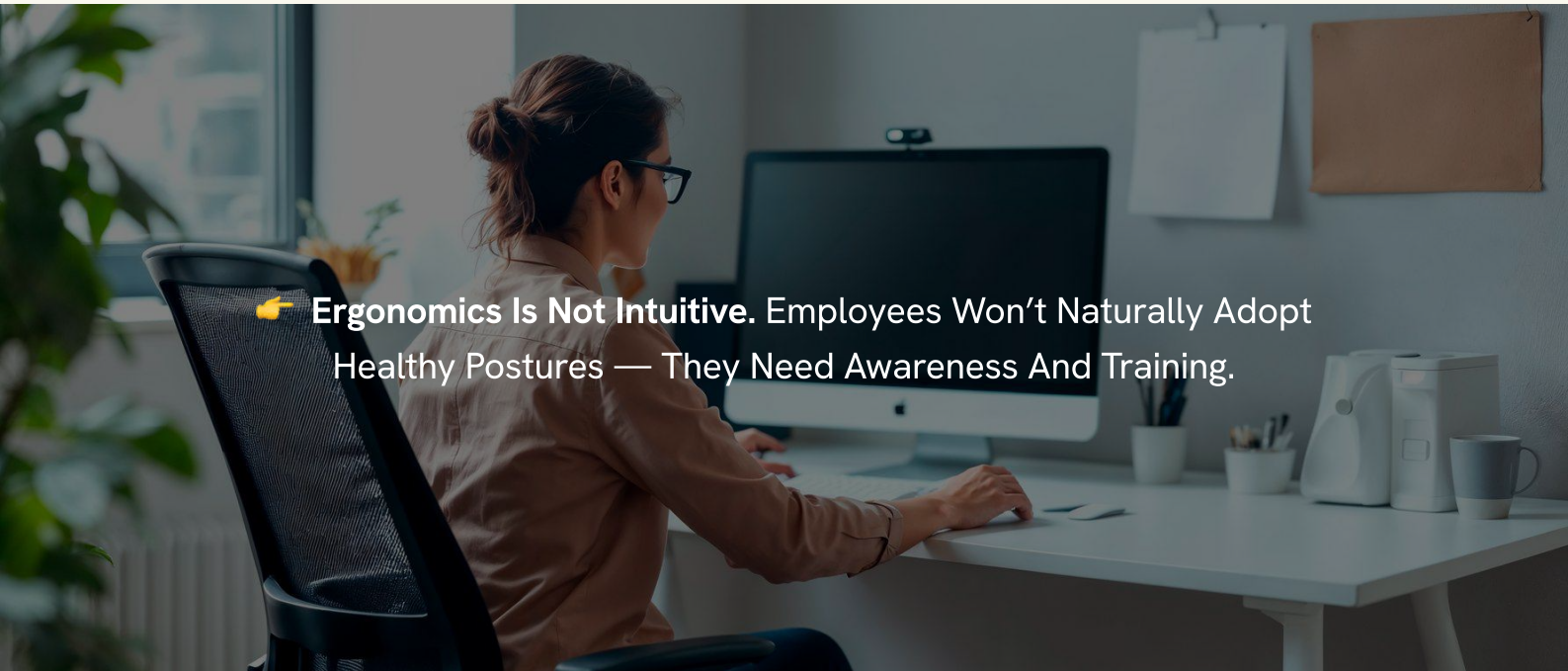
- 70-90% of employees report pain or fatigue at work.
 - UAE ICT sector: **75% prevalence of MSDs** 【link in reference page】
 - UAE healthcare: **90.4% prevalence** 【link in reference page】
 - Saudi Arabia office workers: **84.5% prevalence** 【link in reference page】

MSDs in office personnel are associated with reduced concentration and

- increased fatigue, negatively impacting productivity.

Reference Link

- Healthcare costs: MSDs are among the top workplace injuries worldwide 【link in reference page】
- Psychological impact: Chronic pain fuels stress, fatigue, and burnout 【link in reference page】



👉 **Ergonomics Is Not Intuitive.** Employees Won't Naturally Adopt Healthy Postures — They Need Awareness And Training.



Red Flags In Your Office

🚩 These silent signals mean you're already paying the price:

- Constant headaches or eye strain
- Neck & shoulder stiffness
- Tingling wrists or fingers
- Afternoon slump with back pain
- End-of-day fatigue & disengagement

If you recognize 2+ of these in your workplace, it's time to act.

Ergo-Check Mini Scorecard

Green = Optimal Yellow = Needs Adjusting Red = Immediate Concern

Ergonomic Area	Check yourself	Green ■	Yellow ■	Red ■
Feet Position	Are your feet flat on the floor (or footrest), with knees at about 90 degrees?			
Back Support	Is your lower back supported by the chair or a cushion /roll?			
Arm & Elbow Angle	Are your elbows at about 90 degrees, wrists neutral, and shoulders relaxed?			
Neck & Screen Height	Is your screen at eye level and is your neck upright not tilted?			
Movement & Breaks	Have you moved or stretched in the last hour?			

Scoring:
All Green: You're on track! Minor tweaks may enhance comfort.
1 – 2 Yellow: Small adjustments will prevent long-term discomfort.
1 – Red: You may already be at risk of pain or fatigue — needs immediate changes.



Breaking The Furniture Myth

💡 Many leaders worry: “If we bring in an ergonomics specialist, will they just tell us to buy expensive new furniture?”

- **80% of fixes** come from adjustments, not purchases.
- Most companies already own ergonomic chairs and desks — but employees don’t know how to use them correctly.
- A monitor can be raised with a stack of files. A chair can be corrected with a cushion(to say the least).

👉 **My focus:** maximize what you already own, before recommending upgrades

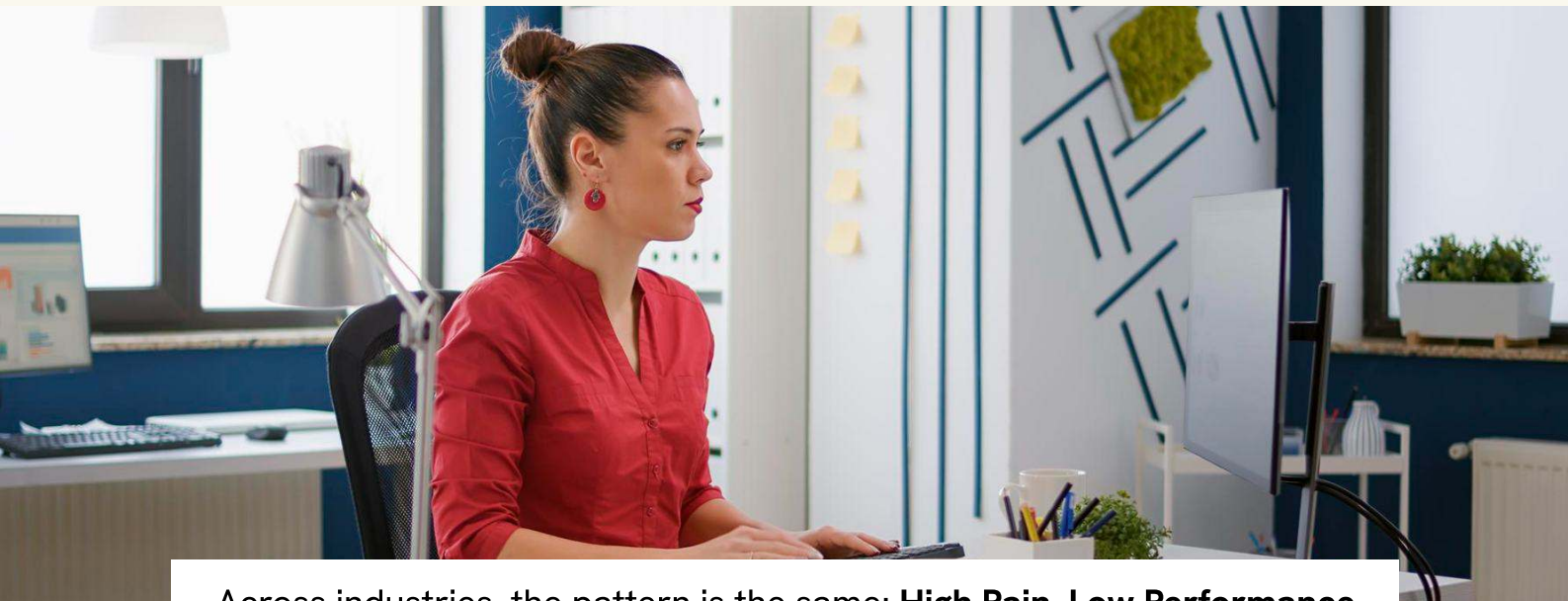




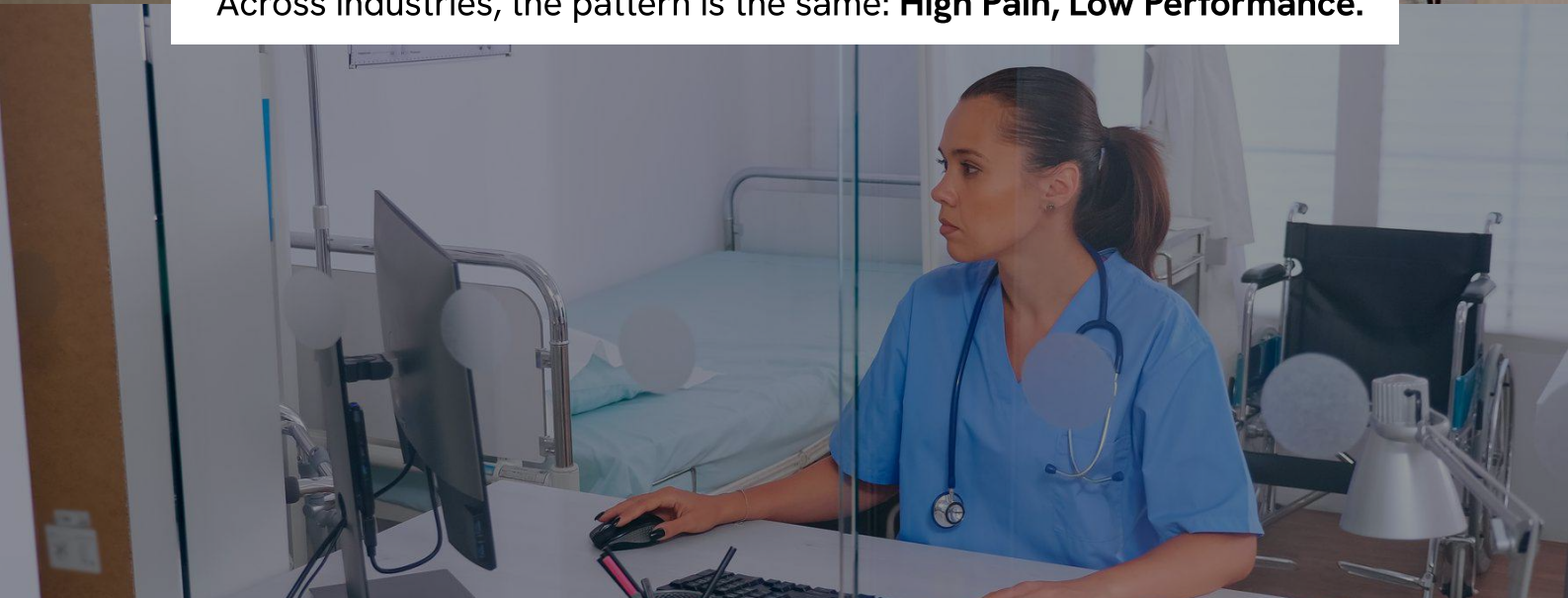
Industries That Need Ergonomics The Most

Examples of prevalence

- **Corporate & Tech:** ~75% of UAE ICT employees report MSDs 【MDPI, 2022】
- **Healthcare:** 90.4% of UAE healthcare staff report MSDs 【Brieflands, 2024】
- **Education:** 71.4% of UAE schoolteachers report MSDs 【PMC, 2024】
- **Construction:** 81.8% of UAE construction workers report MSDs 【F1000Research, 2024】



Across industries, the pattern is the same: **High Pain, Low Performance.**





Ten Healthy Desk Habits (Awareness Is Action)

Simple micro-shifts that change everything:

1. Keep feet flat on the floor.
2. Hips and knees at a right angle or hips slightly higher than knees.
3. Keyboard & mouse at or slightly below elbow height.
4. Monitor at eye level and at least arm's length distance for visual comfort.
5. Use a headset for calls.
6. Documents in-line between monitor and keyboard.
7. Apply the 20-20-20 rule: every 20 minutes, look 20 feet away for 20 seconds.
8. Make sure that the Wrist makes a bridge between the forearms and hand so no contact stress on the wrist.
9. Switch from sitting to standing working positions after every hour for 10-15 mins.
10. Take a short walk around your chair or office after every 45-60 minutes.



Ergonomics Must Be Taught

Once employees learn these, they stick



Guide to *Ergonomic* Seated Posture



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The Psychological Payoff

- **Less stress & irritability** – pain-free employees are calmer.
- **Sharper focus** – no distraction from discomfort.
- **Better engagement** – staff feel cared for = stronger culture.
- **Lower burnout** – ergonomics supports both body & mind.

Beyond One-Off Wellness Perks

Many companies organize one-time yoga or fitness sessions as part of team building. While well-intentioned, these often engage only those who are already fit and motivated. Employees who are struggling may force themselves to join — but a single class rarely creates lasting change.

👉 The real impact comes when ergonomics and posture awareness are addressed first. By reducing fatigue, correcting postures, and teaching healthier work habits, employees gain the energy and confidence to actively participate in exercise, yoga, or fitness — whether at the start or end of their day.

“One-time classes give a moment of movement. Ergonomics gives employees the energy to make movement a lifestyle.”



Small Changes, Big Impact

Feed back from our workshops:

- “I didn’t need a new chair — just lowered mine by 2 inches.”
- “Stretch breaks reset my energy instantly.”
- “I feel lighter and more productive.”

💡 Awareness + micro-changes = measurable results.

From Awareness To Action – An Employee’s Experience

After attending our Ergo Express session, one employee shared:

“It was such a good learning. I finally understood how posture really affects my comfort, how the keyboard should be placed, and even how high the chair has to be. Everything was practical and doable. I only wished the session was longer, because it felt so relatable.”

Lesson: Employees aren’t resistant to ergonomics — they’re eager for it. Once they see how small changes improve comfort, they want to learn more. All it takes is the right awareness at the right time.



Next Steps – Book Your Free Ergo Express Session

Your company doesn't need to start with big purchases. It starts with awareness.

That's why we offer a **FREE 20-Minute Ergo Express Session** to help your employees:

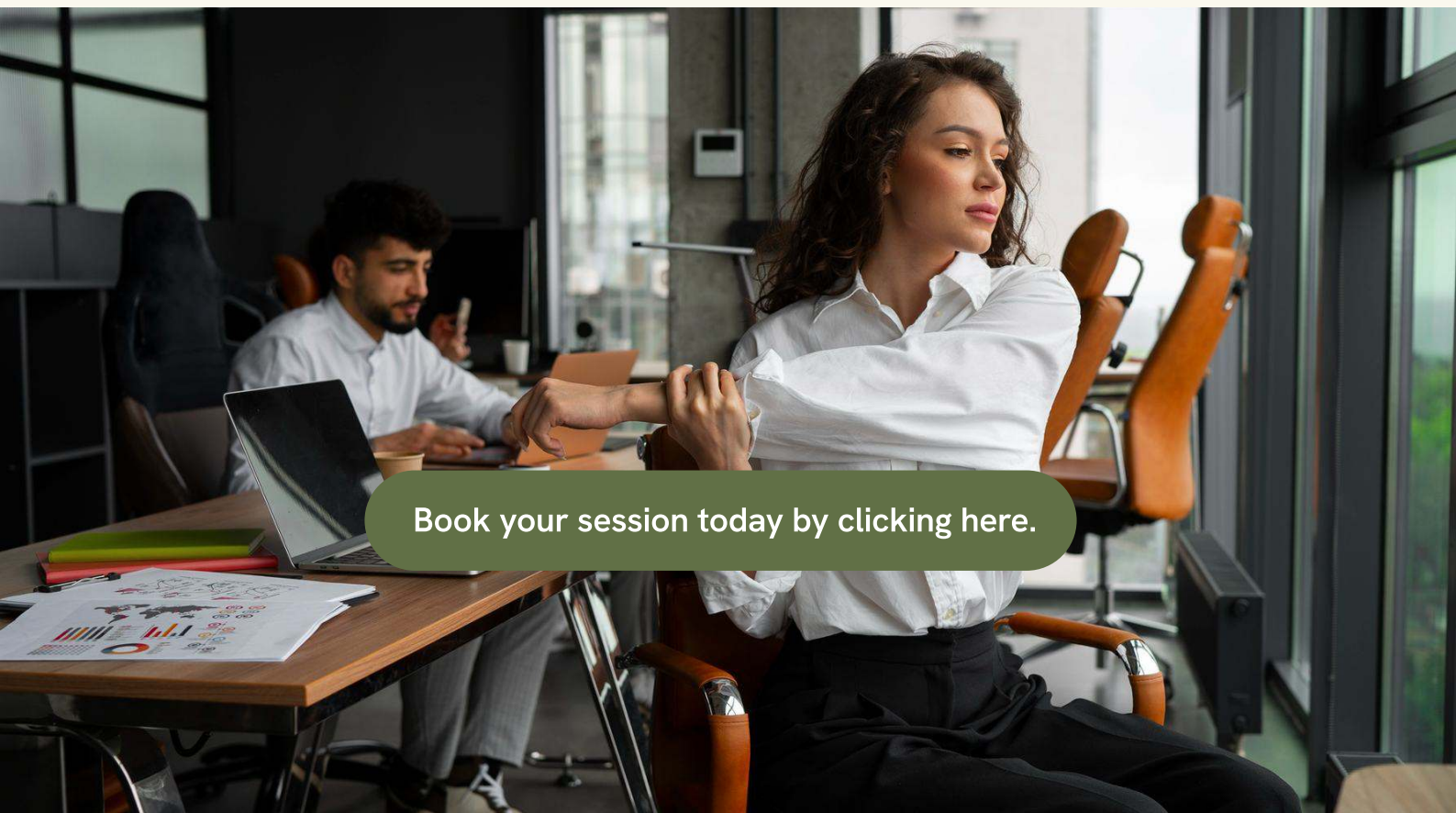
- ✔ Spot posture mistakes
- ✔ Learn instant, no-cost desk fixes
- ✔ Understand how ergonomics drives performance

✉ Contact:

Dr. Fazela Hozefa, PT

Certified Office Ergonomics Specialist(COESP) | Founder - Mind Body Therapy/ Sound Meditation therapist

📍 Dubai | 🖥️ In-person & Virtual



Book your session today by clicking here.



Reference

1. UAE ICT Employees – MSD Prevalence 75%

Study on physical activity, quality of life, and MSDs among UAE young adults.

[reference link](#)

2. UAE Healthcare Professionals – MSD Prevalence 90.4%

Survey on ergonomics knowledge and musculoskeletal disorders in UAE healthcare staff.

[reference link](#)

3. UAE Government Office Workers – 80% Neck/Back Pain

Ergonomic assessment of MSD risks in two UAE government offices.

[reference link](#)

4. UAE Schoolteachers – MSD Prevalence 71.4%

Study linking physical activity habits with MSD prevalence among teachers.

[reference link](#)

5. UAE Construction Workers – MSD Prevalence 81.8%

Assessment of MSD burden and quality of life in UAE construction workers.

[reference link](#)



Reference

7. Saudi Office Workers – MSD Prevalence 84.5%

Cross-sectional study on musculoskeletal symptoms among Saudi office workers.

[reference link](#)

7. NIOSH / CDC – Ergonomics & MSDs

Authoritative overview of MSD risks, prevention, and workplace ergonomics.

[reference link](#)

8. WHO (2023) – Musculoskeletal Conditions

Global fact sheet on MSDs as a leading cause of disability.

[reference link](#)

9. JAMA – Cost of Pain in the Workplace (\$61.2B/year)

Landmark study quantifying productivity losses due to common pain conditions.

[reference link](#)