

Table S3. Outputs from Workshop 1 for each organisation by level of influence

Ideas	Small business	Charity	Local authority	Large corporation
Intrapersonal	<ul style="list-style-type: none"> • Lunch trip by foot • Walk to shop / Tesco • APP-alarm walk • Stand-up regularly • Stand-up when on a phone call • Make office manager coffee every 2 hours • Break every hour • Raise awareness • Switch monitor off • Lying down • Run a mile 	<ul style="list-style-type: none"> • Podcasts / voice memos vs docs / emails – walk and listen • Personal behaviour / self-discipline – challenge yourself to move away from your desk for 10 minutes every hour • Seek out people at their desk rather than email or phone – keep the door open your office to facilitate this • Personal targets for steps/day and track activity using FitBit, or pedometers, record steps to see benefit of “walking / standing day” • Walk to work 1 day a week or getting off public transport earlier and walking the rest • Take regular short breaks • Use the stairs and not the lift • Make your own drinks • Lunch outside office, walk to get lunch (don’t bring your own food all the time) • Get out of the office more 	<ul style="list-style-type: none"> • Walk over to talk to people • Don’t always book meeting rooms on the floor that you work on • Walk up and down a floor for exercise during the day • Over lunch go for a walk • Use stairs instead of lift • Join exercise class / informal exercise gear in the atrium • App on phone – if not moved, you get a prompt, reminder to get up regularly • Stand on a regular basis • Walk to meetings locally • Active travel to work – walk / cycle – if you live too far away, get off a few stops early 	<ul style="list-style-type: none"> • Use stairs not lift • Take action with FitBit prompts to move • Plan diary • Drink more water • Stand-up for calls • Use coffee app (get free coffee at Patisserie Valarie each day) • Be more mindful • Messages that moving more is good, can transform the body, fidgeting good, limit time seated

		<ul style="list-style-type: none"> • Centralised kitchen, storage, toilets – go and collect rather than delivery • Encourage others to be active • Be a positive influence for team, show good behaviours and reinforce cultural change • Stand on one foot when making drinks etc. • Drink more water • Understand the links between sitting and health 		
Interpersonal	<ul style="list-style-type: none"> • Help support others • Hi-fives • Wii games, SNES • Walk to the Stag (pub) • Ping pong • Yoga • Sub-teams – pairs am/pm walks • Paired exercises • Competitions – press-ups etc. • Company dog to walk • Dance competition • All go to gym and bench 	<ul style="list-style-type: none"> • Lunchtime bike or walking group or other activities group • Go out once a week as a group to encourage each other • Work together to help change collective behaviours • Hold team meetings stood up • Team competition or incentive – who's sat least this week (use FitBit / pedometers to measure)? • Challenge the norm of sitting down each meeting • Don't get each other a drink – all get up and make your own 	<ul style="list-style-type: none"> • Encourage others to move about • Activity based team day • Every hour, whole team stands up for 5+ minutes and stretches legs / back / arms • Informal office sports / games • Step competitions – pedometer, daily, weekly, monthly • Walking / running group • Community team group e.g. litter pick • Charity walk • Standing team meetings • 1 day per week, all working at standing desks • Engage / interact with different people in different areas 	<ul style="list-style-type: none"> • Introduce “energisers” to meetings • Build activity into team meetings • Be more diverse with settings for team meetings • Team challenges / competitions on iPhone etc. aim for a certain amount of steps – use colour charts to monitor – red bad, get paler the more active you are

		<ul style="list-style-type: none"> • Remind one another you've been sat a long time • Support each other – it's ok not to be sat at desk all the time • Booking in standing or walking meetings • Take short breaks – colleagues cover front desk and serve • Outdoor 1:1 meetings 	<ul style="list-style-type: none"> • Teams to learn how to dance 	
Organisational	<ul style="list-style-type: none"> • Policy for moving, water policy / wee policy • Impose rules • Change attitude to sitting • Stand up or “get gunged” • Notification to move / stand • Reward for sitting less • Pedometer / FitBit (or individual?) • Organised activities • Bring back PT day • Work upstairs with phones, downstairs LOL • Regular game • Utilise own technology to force • Electrocute chairs if sat for >2 hours • Pay gym memberships • Gaming rehab “operation sit less” 	<ul style="list-style-type: none"> • Celebrate changes / achievements, Tell us your sit less stories • Hot-desking (working in teams) – need support from IT • Change the culture that you are only working at your “station” • Build activity into team meetings • Encourage people to lunch together • Encourage spontaneity from staff • No lunch at desk • Car-free day • Email-free day • No meetings longer than 1 hour • Shorter stand-up meetings 	<ul style="list-style-type: none"> • Raise awareness in terms of health benefits including stress relief • More exercise / health / wellbeing messaging with practical encouragement e.g. 1 day a week no lifts • Financial incentive / flexi to get up for a period throughout the day • Traffic light system for how well we are doing – reward system • Over the tano – “Hi di hi!” and stand up • Standing meetings • Walking meetings • Flash up message on Jabber etc. • Encouragement from management 	<ul style="list-style-type: none"> • Extra holidays for logging active hours or other rewards system • Run challenges for points / prizes • Make rewards site easier to access

		<ul style="list-style-type: none"> • IT system prompt if on PC for over 2 hours (or specified time) • Incentivise stair use, de-incentivise lift use • Incentives – encouragement to walk to other side of building for a snack, reward for walking/steps • Encourage walking / steps competitions • Walk, talk, email – re-order people’s responses • Changes in policies and guidelines • Walking and thinking • Give permission so feel able to leave desk • Encourage persistence with initiatives such as walking 1:1s • Programme of standing activities e.g. yoga et • Mobile phones so you don’t have to stay at your desks • Invest in mobile technology 	<ul style="list-style-type: none"> • Include motivation around improving health and wellbeing in 1:1s • Guidance and employee support of how to move more e.g. ideas of good stretches to do at your desk • Policy, guidelines, information, suggestions, permission to do • Continue to promote active travel • Make activity breaks as “acceptable” as smoke breaks used to be – less rigid with clear desks policies etc. • Freedom to move around • Maintain the pool cycles better and promote them more – pool cars under 3 or 4 miles, check why not cycled? • Get someone else in to show us how to do it properly e.g. Google type • Change Draconian clear desks policy • Enforced activity break • Exercise classes e.g. Zumba, step class, yoga 	
Environmental	<ul style="list-style-type: none"> • Kneel stool • Weighted mice • Wireless / longer headset cable • Office dumb-bells 	<ul style="list-style-type: none"> • Rooftop track (in new building) • High tables to have stand-up meetings 	<ul style="list-style-type: none"> • Under-desk cycling pedals • Standing desks in meeting rooms – poser tables • More standing desks – 1 per bank of 6 desks 	<ul style="list-style-type: none"> • Stability balls for seats • Standing hot-desk, option of standing desk

	<ul style="list-style-type: none"> • Electric rising desks / varidesk • Standing desks and stool • Standing desks with stool • Supply treadmill desks • Uncomfortable chairs – make you stand-up • Wind-up coffee machine (bike) • Exercise bike • Cross-trainer • Shower room • Waterslide, standing hot tub • Bigger, got to run further • Move closer to the park 	<ul style="list-style-type: none"> • Signage – calories burnt on the stairs, lift sign directing to stairs • More interactive spaces • Outside desk space for own equipment / meetings • More stand-up areas, less chairs • Chairs stacked as standard in meeting rooms or remove chairs – less likely to sit down • Different positioned chairs • Psychology of supermarkets – removing bins, redesign office regularly (teams etc.) • Clear office / desk – get up to get what you need • Storage space for workout gear • External venues for meetings • VR / AR / MR technology – interact with IT • Moving location with arrival of volunteers • Screens on the wall, not desk height • Take wheels off chairs • Gym at work and showers nearby • Activity areas – arm bike, weight machines, pedals, vibrating plates 	<ul style="list-style-type: none"> • Phone change e.g. walk around when talking on the phone • Alternative seating e.g. exercise balls, sit-stand chairs (stools that you can lean on), one uncomfortable chair in each work area • Landscape private outdoor space • Walking route round the office or on the roof • Sporting room e.g. table tennis, snooker, pool, air hockey, Wii, virtual reality • Gym and facilities • Informal exercise area downstairs • Relaxation zone / bean bags 	
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