

Association between Behavioral Intention and Actual Change for Physical Activity, Smoking, and Body Weight among an Employed Population.

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OBJECTIVE: To examine the association of behavioral intention with subsequent behavioral change in a worksite setting for three health behaviors, increasing physical activity, quitting smoking, and losing weight. **METHODS:** Two-year health risk appraisal data came from one multistate company. Behavioral intention was captured in the 2004 health risk appraisal, and behavioral change was measured by comparing health behaviors in 2004 and 2005. Multivariate logistic regression was used to study the intention-behavior relationship. **RESULTS:** A positive association with intention for change was found in increasing physical activity level ($P = 0.0002$) and quitting smoking ($P = 0.018$). Nevertheless, a negative relationship was observed in reducing weight ($P = 0.003$). **CONCLUSIONS:** A positive intention-behavior change relationship was found in two of the three behaviors. Individuals may benefit from differential wellness programming based on their intention for change and health risks.