

Multimedia Appendix 1. Characteristics of participants randomized to the ORG+Tracker

intervention overall and by usage group.

	Group ORG+Tracker n=66 <sup>a</sup>	Frequent users n=9 <sup>a</sup>	Infrequent users n=16 <sup>a</sup>	Limited users n=13 <sup>a</sup>	Non-users n=24 <sup>a</sup>
Female	53% (35)	56% (5)	56% (9)	46% (6)	54% (13)
Age, years	37.6±7.8	41.0±8.5	36.1±7.7	39.2±8.5	36.9±7.2
Aged ≥36 years	52% (33)	67% (6)	38% (6)	54% (7)	57% (12)
BMI, kg/m <sup>2</sup>	24.1±3.4	23.9±3.2	23.4±2.6	27.0±4.3	23.6±2.9
<i>Normal weight</i>	74% (37)	67% (4)	93% (14)	40% (4)	76% (13)
<i>Overweight</i>	16% (8)	33% (2)	0% (0)	30% (3)	18% (3)
<i>Obese</i>	10% (5)	0% (0)	7% (1)	6% (1)	
			30% (3)		
Current smoker	9% (5)	0% (0)	7% (1)	8% (1)	16% (3)
University education	86% (54)	78% (7)	75% (12)	92% (12)	90% (19)
Preferred time spent sitting at work ≥50%	31% (18)	33% (3)	33% (5)	25% (3)	32% (6)
Knowledge of sitting & health <sup>b</sup>	3.9±0.5	3.8±0.4	4.0±0.4	3.9±0.5	3.8±0.5
Smartphone confidence <sup>b</sup>	3.9±0.9	3.7±0.9	3.9±0.9	4.0±1.0	3.9±0.9
Previous activity app or device use	34% (19)	44% (4)	27% (4)	42% (5)	29% (5)
<b>Health variables</b>					
<b>Musculoskeletal<sup>c</sup></b>					
<i>Upper body problems</i>	64% (37)	56% (5)	73% (11)	83% (10)	53% (10)
<i>Back problems</i>	59% (34)	56% (5)	60% (9)	58% (11)	67% (8)
<i>Lower extremity problems</i>	26% (15)	11% (1)	27% (4)	42% (5)	21% (4)
Stress <sup>d</sup>	6.2±2.5	4.9±1.9	6.1±2.5	6.0±2.3	7.1±2.9
Physical health quality of life <sup>e</sup>	51.8±6.8	53.9±7.2	50.7±7.0	49.1±7.6	52.9±6.1
Mental health quality of life <sup>e</sup>	46.1±10.3	52.9±4.0	46.2±10.8	40.8±13.4	46.2±7.4
<b>Work variables</b>					
1.0 Full-time equivalent	92% (59)	100% (9)	88% (14)	92% (12)	91% (20)
<b>Job category</b>					
<i>Team leader</i>	9% (6)	11% (1)	19% (3)	0% (0)	4% (1)
<i>Senior leader</i>	3% (2)	11% (1)	0% (0)	0% (0)	4% (1)
<i>Managerial staff</i>	58% (38)	44% (4)	31% (5)	77% (10)	67% (16)
<i>Other general staff</i>	30% (20)	33% (3)	50% (8)	23% (3)	25% (6)
Job performance <sup>d</sup>	7.7±0.9	7.8±0.5	7.5±1.0	7.5±1.0	8.1±0.7
Job control <sup>d</sup>	7.0±1.9	6.8±1.0	6.1±2.5	6.7±1.5	7.6±1.5
Work satisfaction <sup>d</sup>	6.6±1.6	6.8±0.8	6.1±1.9	6.2±1.9	7.0±1.3
Supervisor relations <sup>d</sup>	6.8±1.8	6.4±1.1	6.4±2.3	6.5±1.9	7.5±1.5
Weekday work hours/day <sup>f</sup>	9.6±1.0	9.3±0.6	9.4±1.2	9.4±0.9	9.9±1.0
<b>Activity variables</b>					
<i>Work hours (min/10h workday)</i>					
Sitting	453.0±55.9	452.2±37.4	464.8±40.4	478.9±39.0	431.5±73.7
Prolonged sitting	254.8±89.8	210.9±72.1	255±111.8	312.4±63.2	239.4±72.6
Standing	100.2±50.8	106.4±30.9	89.6±31.4	79.7±29.0	115.0±73.6
Stepping	46.8±15.1	41.3±14.5	45.6±14.6	41.4±14.6	53.5±14.5

Overall hours (min/16h day)

Sitting	627.0±65.2	604.0±62.3	643.5±75.4	654.2±49.7	611.9±62.5
Prolonged sitting	333.3±96.9	267.5±77.0	345.1±130.6	378.8±60.7	322.9±76.2
Standing	216.9±56.3	242.0±46.4	201.7±61.5	194.3±37.9	225.6±61.2
Stepping	116.1±26.3	114.0±28.1	114.7±26.6	111.5±20.7	122.5±28.8

Data are % (n) or mean±SD as measured at baseline.

<sup>a</sup> Total n as shown but table excludes (listwise) participants with missing data (frequent-/infrequent-/limited-/non users/unknown usage): sex, job category (0/0/0/0/0); full-time status (0/0/0/2/0); activity data (0/0/1/1/0); work activity data (0/0/1/3/0); weekday work hours, age, education (0/0/0/3/0); musculoskeletal items, smoking status, preferred time spent sitting, knowledge of sitting and health (0/1/1/5/1); quality of life, stress, job performance, supervisor relations, work satisfaction, previous app/device use (0/1/1/7/1); job control (0/1/1/8/1); smart phone confidence (0/1/2/8/1); and, BMI (3/1/3/7/2).

Totals for each of the usage categories will not always add to the ORG+Tracker group total as there were four participants with missing usage data.

<sup>b</sup> per 1 point, 1 to 5 scale, higher numbers indicate more knowledge of the health impacts of sitting, or greater smartphone confidence

<sup>c</sup> The 36-item version of the Nordic Musculoskeletal Questionnaire, [23] modified to measure problems in the last month. Issues identified as causing trouble were collapsed into categories of upper body problems (i.e., neck, shoulders, elbows, and wrists/hands), back problems (i.e., upper back, lower back, and hips/thighs/buttocks) or lower extremity problems (i.e., knees, and ankles/feet).

<sup>d</sup> 1 to 10 scale, higher numbers indicate more favourable workplace scores, or greater stress levels

<sup>e</sup> 0 to 100 scale, higher numbers indicate better quality of life

<sup>f</sup> Average weekday work hours were calculated from baseline work diaries.