

STEP 2: ASSESS HOW TO HAVE A DATA DRIVEN WORKSITE WELLNESS PROGRAM

A worksite assessment helps you understand the work environment by determining what is already happening and what more can be done to positively impact employee health. Conducting a health assessment will help employers understand the health and well-being of employees. Both are important data-gathering exercises that can help employers design a worksite wellness program that responds to employee concerns and aligns with the organizations mission, goals and objectives. These are recommended as first steps in building your worksite wellness program.

An additional strategy to gather information is an employee interest survey. Pulling data from internal sources on health care claims, workers' compensation loss runs and other corporate cost measures will assist a worksite in developing a comprehensive plan addressing specific individual and organizational needs.

Worksite Wellness Assessment

A worksite wellness assessment examines an organization's overall culture as it relates to health and productivity. It will assess an organization's health norms and determine what is already done to impact health and wellness at a worksite. The worksite wellness assessment will ideally guide the actions of a wellness committee and help make the worksite more supportive of healthy behaviors through policy, systems and environmental changes. In this toolkit you will find a Worksite Wellness Assessment that can be completed by your Wellness Committee.

Health Assessments

Health assessments are questionnaires that solicit information from employees on current medical conditions, lifestyle behavior and other key health-related issues. Individuals receive a personalized report that indicates a measurement of current health status and ideas for achieving optimal health. Employers receive aggregate reports that identify health risks and medical conditions prevalent in the organization, and willingness to engage in healthy activities. Depending on the type of assessment, the aggregate data may also reveal barriers to healthy behavior participation, health-care utilization patterns, productivity impacts and medical claims cost avoidance measures.

Health assessments can be found in various delivery formats — online, print or through personal data devices. Some health assessments automatically import each participant's biometric screening measures to provide a health status score. Some health assessments even offer tailored questions and follow-up activities based on the person's answers and health risks.

Locally, you can work with your worksite wellness technical assistance providers and they can help you identify an assessment that is available, as well.

Below are links to resources that may assist your worksite in choosing a health risk assessment that meets your needs:

http://www.cdc.gov/nccdphp/dnpao/hwi/programdesign/health_risk_appraisals.htm

Health Risk Appraisals, Healthier Worksite Initiative. CDC.

<http://www.cancer.org/healthy/index>

Great American Health Check: American Cancer Society

<https://www.northwell.edu/support-and-resources/wellness-and-prevention/health-assessments>

Online health risk assessment from the North Shore Medical Center

<http://library.northshoremedical.com/Wellness/BloodPressure/Tools/CenterChildTopic.pg>

Interactive Health tools from the North Shore Medical Center

<http://www.nlm.nih.gov/medlineplus/interactivetools/index.html>

Dozens of health check tools from NIH.

<http://www.americanheart.org/presenter.jhtml?identifier=3003499>

Coronary disease risk assessment. American Heart Association.

Employee Needs and Survey

An employee interest survey is an effective tool to gather health information from employees. An interest survey gauges employee health program needs and gives them a sense of ownership and involvement in the decision-making process. The survey should only request information that the health promotion program can accommodate in the near future. After evaluating the results, a program can be geared toward meeting those needs. See a sample employee needs and interest surveys in this toolkit. Survey results can provide vital information that can help make changes in the workplace. The key to writing a successful survey is to keep your employee audience in mind at all times and to remember the mission and objectives of your wellness program.

Source: Colorado Department of Public Health and Environment