

HEALTH & WELLNESS SELF EVALUATION

How does your company measure up?

What is BeneFit?

Across the country, leading businesses are implementing innovative programs to encourage employees to adopt healthier lifestyles and gain control of chronic diseases. Today, increasing the health of your workforce means increasing productivity, decreasing costs and, ultimately, increasing your bottom line.

PERMA can help you get there with our unique Health & Wellness Program called **BeneFitSM**. We dig into the health of your workforce and provide you with a custom-designed roadmap of employee health, wellness and safety strategies designed to increase the health of your business. The Health and Wellness Self Evaluation is one of many tools we provide as part of the **BeneFit** program.

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Section 1: Health Promotions Environment

| Healthy Worksite Offerings (CHECK THE BOX THAT BEST APPLIES) | Yes (3 Points) | Somewhat (2 Points) | Plan To (1 Point) | No (0 Points) |
|---|-------------------|------------------------|----------------------|------------------|
| 1. Do you encourage your employees to complete a Health Risk Assessment (HRA)? (If Yes, go to Question 2. If No, go to Question 3.) | | | | |
| 2. Do you use data from your HRA to guide structure of your health & wellness benefits? | | | | |
| 3. Do you offer employee fitness assessments (Self-report questionnaires employees give on their current level of physical activity)? | | | | |
| 4. Do you offer stress assessments and stress reduction classes? | | | | |
| 5. Are health promotions (health fairs, health education) typically offered on company time (i.e. not during lunch or shift breaks)? | | | | |
| 6. Do you offer a comprehensive weight management program which teaches employees how to make proper nutritional choices, increase physical activity and manage stress? | | | | |

Evaluation

| | |
|---------------------------------------|----|
| Total Points Scored from Section 1: | 18 |
| Total Possible Points from Section 1: | 18 |
| Percentage from Section 1: | |

3

The Health and Wellness Self Evaluation

Best in class employers strive to provide an environment that supports, promotes and rewards healthy behaviors and lifestyles. It is one of the best things you can do to increase energy and productivity among your workforce. Studies show that on average, employees spend over half of their waking hours at work, so employers have an enormous opportunity to provide their workforce with the tools they need to improve employees' health status and in turn become healthier and more productive at work and at home.

How well does your company support and promote healthy behaviors?

The Health and Wellness Self Evaluation is intended to help you evaluate the depth and breadth of the health initiatives you have in place and identify areas for improvement. The purpose of the evaluation is not to achieve a certain score, but to help your organization gain awareness of how prepared your worksite plans are to offer your employees maximum health and productivity. No score is a bad score; a lower score simply means you can do more to improve creating a healthy worksite environment, while a higher score may validate that what you are doing is already best in class.


This evaluation addresses six key sections: Health Promotions, Tobacco Use, Food, Physical Activity, Stress and Corporate Culture. At the end of the evaluation you can compare your scores from the six sections and determine what areas to focus on as an organization.

Your Score Card

Completing the self evaluation is the first step on a successful journey to positively impact your employees, their well being, and ultimately the productivity and profitability of your business. We hope it will help you identify areas your organization may need to address in order to establish a successful and integrated health and wellness initiative. If you find that you score high in certain sections, congratulations! This is an excellent result. You should share this information with your employees to promote and encourage the healthy behaviors that are already taking place in your company.

In the event you score lower than desired, the good news is that implementing an effective health and wellness platform is inexpensive and the ROI can be significant. A lower score means that you have a greater opportunity to install plans and features that can begin to have a positive impact on your employees, their dependents and ultimately your productivity and bottom line.

The score card will help you compare how well your organization is doing in each section, as well as calculate your overall health and wellness score.



Total Score

| Category | Total Points Available | Total Points Scored | Percentage Score |
|-------------------------------------|------------------------|---------------------|------------------|
| 1. Health Promotion Environment | 18 | | |
| 2. Tobacco Use Environment | 15 | | % |
| 3. General Food Environment | 21 | | % |
| 3a. Cafeteria/Snack Bar Environment | 15 | | % |
| 3b. Vending Machine Environment | 15 | | % |
| 4. Physical Activity Environment | 27 | | % |
| 5. Stress Environment | 24 | | % |
| 6. Corporate Culture Environment | 18 | | % |
| TOTALS | 153 | | % |

Note: Remember to only include 3a and/or 3b in your total denominator if they apply. If they do not apply, exclude the eligible points from the total available points

Total Score: _____

16

Evaluating Your Results

If You Score 0-33%: You are Just Getting Started

Investing the time to complete the evaluation will bring you one step closer to providing your employees with a healthier environment. You can use this assessment to better determine which areas of your worksite need the most attention. If you haven't yet established an Employee Wellness Committee (EWC) now is the time. Garnering support from staff across departments will help you gain a better understanding of the needs and priorities of your employees and management team. Once an EWC is in place, encourage its members to educate your workforce about healthy decision-making and inspire employees to come together in an effort to get healthy as a community. Revisit old policies or draft new policies surrounding tobacco use, physical activity and the food environment and give employees plenty of time to offer feedback and prepare for the new initiative. Start slow and look for easy wins to build momentum and gain trust and buy in. There are many small ways your organization can begin to encourage employees to make healthy decisions that will last a lifetime.

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Section 3a: Cafeteria/Snack Bar Environment
(Answer the following only if your worksite has a CAFETERIA or SNACK BAR for employees)

| | Yes (3 Points) | Somewhat (2 Points) | Plan To (1 Point) | No (0 Points) |
|---|-------------------|------------------------|----------------------|------------------|
| Healthy Worksite Offerings (CHECK THE BOX THAT BEST APPLIES) | | | | |
| 1. Does your cafeteria/snack bar offer healthy meal choices on a daily basis? | | | | |
| 2. Does your cafeteria/snack bar have fresh fruits and vegetables available on a daily basis? | | | | |
| 3. Does your cafeteria/snack bar offer healthy beverage choices on a daily basis? | | | | |
| 4. Does your cafeteria/snack bar have nutrition-related labeling on foods (e.g. "low-fat" or "heart-healthy" or list calories and fat grams)? | | | | |
| 5. Does your cafeteria have signs or other materials available to educate employees on healthy food choices? | | | | |
| Evaluation | | | | |
| Total Points Scored from Section 3a: | | | | 15 |
| Total Possible Points from Section 3a: | | | | |
| Percentage from Section 3a: | | | | |

If You Score 34-75%: You are On Your Way

Your organization is well on its way to providing the kind of support and encouragement employees need to make the healthy decisions that lead to more energy and productivity during the workday. Your cafeteria may have healthy options available to your employees, but your vending machines are still full of candy and soda. You may have a tobacco cessation program, but you haven't yet implemented a smoke-free policy or a smoke-free campus initiative. Perhaps you have the right programs in place to support your employees, but you have yet to carve out the time and the resources to promote the offerings you have. Use this assessment as a guide to show where your organization is excelling and where you might need to

spend a bit more time. There are many ways to supplement and expand your current initiatives, and we are here to help.

If You Score 76-100%: Ready For Finishing Touches

Providing the right kind of environment for your workforce is a sure way to boost morale and lower absenteeism – but you already know that from experience. Your organization has positioned itself for greatness, staffed with energized, productive employees. If you score in the lower range, it may be because you have yet to put the finishing touches on your healthy worksite initiative. Perhaps you have the right policies in place, but you haven't implemented incentive programs that encourage employees to engage in your healthy behavior programs. Perhaps you have supplied your employees with healthy food options in the cafeteria and vending machines, but you have yet to offer them a subsidized gym membership or stress management class. It could be as simple as reminding your staff not to tempt each other with candy dishes, birthday cake and morning donuts. Keep up the great work – yours is the kind of workplace that will retain great contributors and attract new talent.

Please speak with your PERMA representative for more details about this and other **BeneFit** health and wellness tools.

For more information, please contact:

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