

Workplace Wellness Reference: Culture of Health

Introduction

For workplace wellness initiatives to succeed, wellness must become a component of the organization's culture. Many organizations with effective wellness programs have even integrated wellness into their core values. For these organizations, wellness is a message that is thoughtfully communicated to employees on a regular basis and through various means.

Building a Healthy Workplace Culture

Building a healthy workplace culture begins with senior leadership commitment to employee health and visible support of initiatives to educate, inform, facilitate and reinforce healthy behaviors. Continue to build a culture of health and wellness by assessing your organization's workplace culture with the [Wellness Council of America's Wellness Culture Inventory](#).

Recommended Strategies

- Designate a wellness leader.
- Create a representative wellness committee and solicit input from all employee levels.
- Conduct an annual health risk assessment (HRA) to identify modifiable health risk factors, such as overweight, obesity, poor diet, lack of physical activity, and smoking and tobacco use, among your employee population.
- Provide onsite preventive health screenings for blood pressure, body composition, cholesterol, and diabetes.
- Offer incentives to motivate healthy behaviors.
- Create an incentive for employees to complete the annual HRA.
- Use HRA results and other data such as claims information to evaluate your progress toward a healthier workforce.
- Tailor health and wellness benefits as needed to encourage healthy behaviors.

Healthy Workplace Recognition Program Criteria

Bronze Level

- Senior Management supports and promotes employee wellness initiatives
- Worksite has a Wellness Committee or formally appointed worksite wellness leader

Silver Level

- Bronze criteria, plus
 - Provide employees an incentive for completing an annual health risk assessment (HRA)
 - 2 additional activities

Gold Level

- Silver criteria, plus
 - Provide an Employee Assistance Program (EAP)
 - 3 additional activities

Refer to the [HWRP application](#) for additional examples of culture activities or initiatives.

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Resources for recommended strategies

- Wellness committees:
 - CDC’s Healthier Worksite Initiative, “Wellness Committees”
http://www.cdc.gov/nccdphp/dnpao/hwi/programdesign/wellness_committees.htm
 - WELCOA’s, “The 10 Secrets of Successful Worksite Wellness Teams”
http://www.welcoa.org/freeresources/pdf/10_secrets.pdf
- Health Risk Assessments (HRA) and preventive wellness screenings:
 - **Baptist Health System**
Baptist Health System provides free health screenings and information onsite for 100 people or more. Services include glucose and cholesterol testing, body mass index readings, and a 10 year risk assessment for heart disease and stroke. Visit the following website to complete the request form online.
https://www.baptisthealthsystem.com/classesEvents_Screening_screeningrequest.aspx
If you don’t have 100 employees, encourage employees to attend a community screening event. Check the online calendar for more dates and locations.
http://www.baptisthealthsystem.com/classesEvents_Screening_Calendar.aspx
 - **Methodist Healthcare System’s HealthPOWER program**
Methodist Healthcare provides free assistance to employers to help identify and address employee health risks before they result in costly health care claims. The program utilizes the following components:
 - Personal Health Profile – confidential surveys to help identify risk and modifiable behaviors
 - Workforce Health Profile –identifies your workforce risks, compares to market and tracks trends
 - Prevention, Screening and Education – screenings, education seminars and weight-loss wellness programs
 - HR Insight – internet based financial analysis tool that evaluates workforce health expense and wellness savingsFor a complimentary consultation contact [Cordy Foster](#), Employer Relations Specialist, at (210) 575-0178.
- Offer incentives to motivate healthy behaviors:
 - Society for Human Resource Management article, “Finding Success with Progress-Based Health Incentives”
<http://www.shrm.org/hrdisciplines/benefits/articles/pages/healthincentives.aspx>
 - Health Enhancement Research Organization, Outcomes-Based Incentives: Joint Consensus Statement
http://www.the-hero.org/learning_series/incentives_joint_concensus.html
- Additional free resources are available from WELCOA:
 - <http://www.welcoa.org/freeresources/index.php?category=8>