

# Inciting Wellness.

## 8 steps for a successful employee program.



Wellness programs in the workplace are a great way to help your employees get – and stay – healthy. Learning to make healthy lifestyle decisions may result in better health for your employees, and improved worker productivity for your company.

Creating a culture of health and wellness takes commitment, time and energy. But if you're serious about building an environment where employees are supported and motivated to take charge of improving their health; we're here to help you get started.

### 8 Critical Steps to a Successful Wellness Program

- 1. Get senior leadership buy-in and support.** Employees need to see that management “walks the talk” and that wellness carries a high priority companywide.
- 2. Recruit “Champions of Wellness”.** Search out employees who practice “good-for-you” lifestyle habits like eating healthy and exercising regularly. Enlist these positive influencers to help jumpstart your employee wellness program.
- 3. Form a wellness committee.** Solicit help from your “Champions of Wellness” in creating a committee that will plan, guide and promote wellness initiatives.
- 4. Obtain baseline data.** Encourage employees to take part in a Health Survey designed to provide baseline data to help inform your wellness strategy. UnitedHealthcare provides a Health Survey on its [myuhc.com](http://myuhc.com)® consumer website. If your organization has been with UnitedHealthcare for at least one year, medical claims data (with employee names and identifying information removed) can also provide invaluable baseline data.
- 5. Prioritize areas for intervention.** Once the baseline data has been analyzed, the committee prioritizes the order and timing of intervention strategies.
- 6. Set measurable goals.** Establish goals that are both attainable and measurable. Examples would be reducing the number of employees who smoke from 33% to 28% during the program's first year or increasing employee participation in wellness activities from 18% to 25%.
- 7. Make use of free wellness resources.** UnitedHealthcare offers a wide variety of tools that can be a big help in promoting health and wellness in your workplace. Simply visit [www.uhctools.com](http://www.uhctools.com) for articles on a variety of health topics and ready-to-use employee materials. Employees also can go to the Healthy Living section on [www.uhc.com](http://www.uhc.com) for fun and informative resources including blogs, recipes, online webinars and more.
- 8. Create an evaluation strategy.** Create a documented evaluation strategy to monitor the success of the program from year to year. When seeing demonstrable program results, senior leadership is much more likely to provide ongoing support for wellness initiatives.

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### Wellness Program Checklist

1. Get **senior leadership buy-in support**.
2. Recruit **“Champions of Wellness”**.
3. Form a wellness **committee**.
4. Obtain **baseline data**.
5. Prioritize areas for **intervention**.
6. Set **measurable goals**.
7. Use free UnitedHealthcare **resources** on **www.uhctools.com** and **www.uhc.com**.
8. Create an **evaluation** strategy to monitor program performance; celebrate successes.

## Wellness Committee: The Driving Force

- A wellness committee may be formed by appointment of senior leadership or by soliciting volunteers.
- The wellness committee needs to be a cohesive and supportive group. They should be looked to as the driving force behind your company’s wellness activities:
  - The committee leader needs to be able to work with diverse groups and motivate the team into action.
  - Optimal committee size is usually eight to 15 members.
  - Any in-house resources such as an internal medical department should be represented on the committee.

References:

WELCOA, Wellness Councils of America. The Seven Benchmarks of Success, <http://www.welcoa.org/wellworkplace>.

O’Donnell, Michael P. Health Promotion in the Workplace (Third Edition), Delmar Thomson Learning.

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