

Choosing Initiatives That Support the Whole Employee

This benchmark measures the extent to which interventions are aligned with an organization's specific wellness goals and employee needs as identified in Benchmark 3. It broadens the approach that makes up current practices that emphasize focus areas of physical activity, stress management, tobacco cessation, nutrition, and self-care to support health and well-being concepts considered important to employees.

Guiding Principles

- The strategy is to support employee health and wellness and is grounded in the core vision and purpose of the organization.
- Employees are motivated to improve their health and wellness so that they can succeed at what they want to achieve toward a thriving life.
- Initiatives and resources help employees across the health continuum live healthy and thriving lives.
- Approaches are designed to build connections, strengthen relationships, and reinforce collaboration to support basic human needs of autonomy, relatedness, and competency.

Why Choose an Intervention

For example: The purpose of our approach is grounded in caring.

- **For Employees:** Initiatives are designed to help employees:
 - Achieve their personal health and wellness goals
 - Understand their purpose and find meaning in their work and lives
 - Understand the relationship between living a healthy lifestyle and their ability to fulfill their passion and purpose.
- **For Employers:** Taking care of employees is good for employees and good for business. Everything that we do to support health and wellness is grounded in genuine care for employees and their families.

BENCHMARK 5: Choosing Initiatives That Support the Whole Employee



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How to Choose an Intervention

For example: Employees are encouraged to choose their own path to health and wellness.

- Initiatives and resources are available for all employees, spouses, families, and retirees.
- Participation during work time is allowed and encouraged.
- Initiatives are integrated across divisions (e.g., employee assistance program (EAP), safety, quality, occupational health).
- Participants can choose if and how to engage.
- Initiatives utilize technologies to help employees connect and act together.

What to Choose for an Intervention

For example: Our approaches support the full spectrum of health and wellness.

- Physical, mental and emotional, social, spiritual, occupational, intellectual, and financial wellness

Considerations When Choosing the Right Interventions: The Basics

The Wellness Alliance and Habits at Work have combined ideas to create a comprehensive checklist to help formulate your plan for choosing appropriate worksite wellness interventions.

1. What specific objectives or habits does this intervention address?
 - a. Consider: What does the employee want? What does your data tell you to do?
 - b. Articulate your measurable vision: What does an intervention look like?
2. How many employees are targeted to participate?
 - a. Proactively target a participation goal, habit, or outcome desired.
3. Brainstorm the habits (mindsets and behaviors) that will help achieve your vision.
 - a. Pick a habit to integrate into your culture.
 - b. Assess existing gaps, obstacles, or barriers for creating the habit across the Four Contexts: Systems, Spaces, Social, and Self. Use the [Creating Sustainable Habit Change in Your Company Culture](#) resource for guidance.
4. How much promotion is required?
 - a. Your communication strategy will have a direct impact on the number of people who take part in your intervention.
 - b. It is advisable to promote early and often, through multiple channels.
5. How long will the intervention take to complete?
 - a. Assess the complexity of the intervention as this will determine participation.
 - b. Consider multiple opportunities, levels of participation, burden of time, and energy for the participant.
 - c. Be transparent about the requirements.
6. Will the intervention be offered at multiple locations?
 - a. This may be important as your business may be regional or national, have multiple shifts, or be seasonal.
 - b. Consider how to leverage tools to help you reach all employees.

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7. At what level will the intervention be offered?
 - a. Is the goal awareness, education, or behavior change?
 - b. Create a strategy of sustainability that is manageable.
8. What will the costs be?
 - a. Be sure to complete budgeting in advance.
9. What legal issues need to be considered?
 - a. View the Wellness Alliance [legal resources](#) for guidance.
 - b. What laws and personal risks need to be managed?
 - c. Consider the legal impact of any incentive structure (e.g., health contingent, participatory).
10. How will the intervention be evaluated?
 - a. Consider the type of data to substantiate the intervention (e.g., participation, satisfaction, change in knowledge/behavior/biometrics, financial impact).
 - b. Evaluate progress and evolve your approach.
11. Who is the key accountability person in case there are issues or feedback?
 - a. Consider an emergency contact and a way to intervene for negative or unintended consequences of participation.



[The 7 Benchmarks: A Framework for a Well Workplace](#)

As one component of the Well Workplace® Process, this self-paced, e-learning course is intended to help you master the skills needed to design and deliver successful employee wellness initiatives. You'll be introduced to the 7 Benchmarks, a foundation for building and sustaining worksite wellness strategies. Throughout this course, you will gain a deeper understanding of how to successfully start and grow your wellness initiatives, increase employee engagement, and effectively communicate your wellness value story.



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