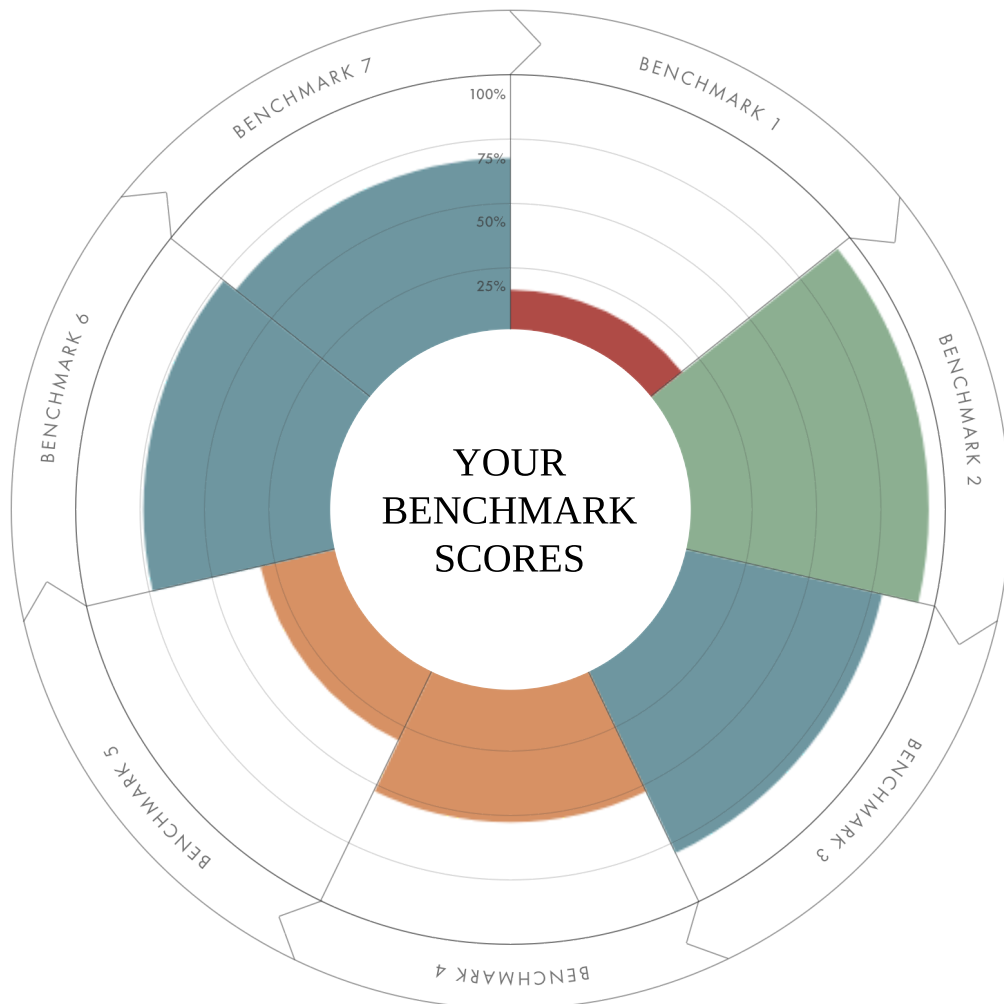




# WELL WORKPLACE CHECKLIST BENCHMARK REPORT RESULTS

COMPLETED ON MARCH 18TH, 2026 FOR ORG NAME



## COLOR KEY



BENCHMARK

YOUR SCORE

**1**

BENCHMARK 1

14

**2**

BENCHMARK 2

85

**3**

BENCHMARK 3

72

**4**

BENCHMARK 4

48

**5**

BENCHMARK 5

27

**6**

BENCHMARK 6

67

**7**

BENCHMARK 7

61

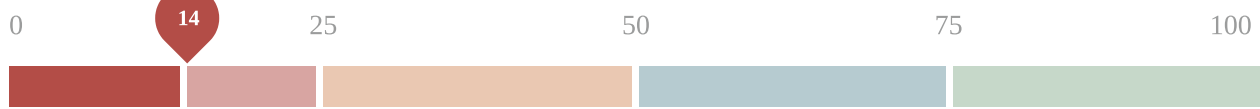


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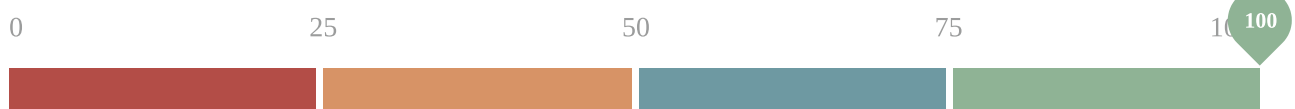
## BENCHMARK 1

14

### YOUR SCORE

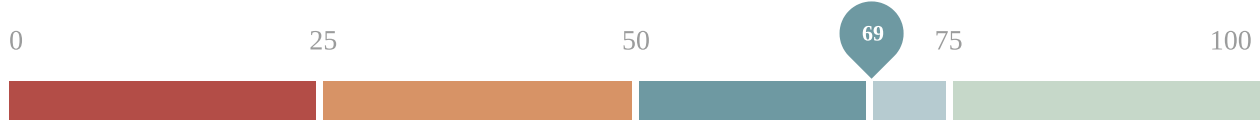


### SUBSCORES



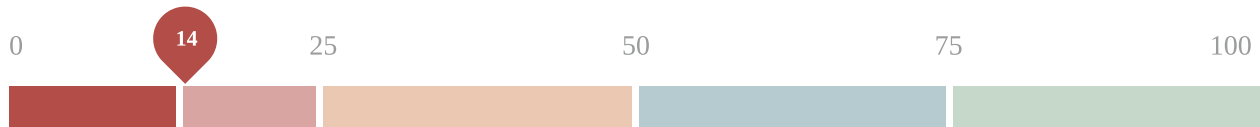
### ORGANIZATIONAL COMMITMENT

▲ Reflection of commitment to employee wellness in mission, vision, and values



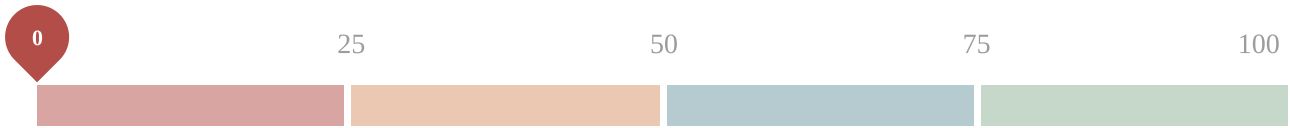
### STRATEGIC PLANNING

▲ Executive engagement in strategic planning for wellness



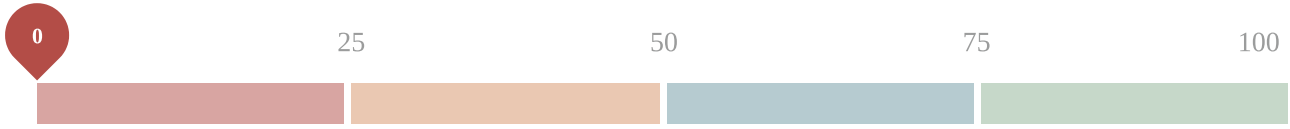
### LEADER ALIGNMENT—CEO/MOST SENIOR LEADER

▲ Leadership and manager alignment in support of employee wellness



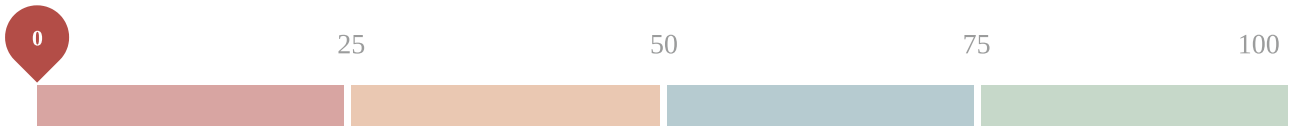
LEADER ALIGNMENT—OTHER C-SUITE

▲ Leadership and manager alignment in support of employee wellness



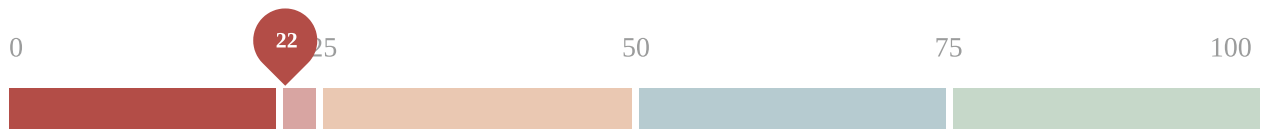
LEADER ALIGNMENT—VPS AND DIRECTORS

▲ Leadership and manager alignment in support of employee wellness



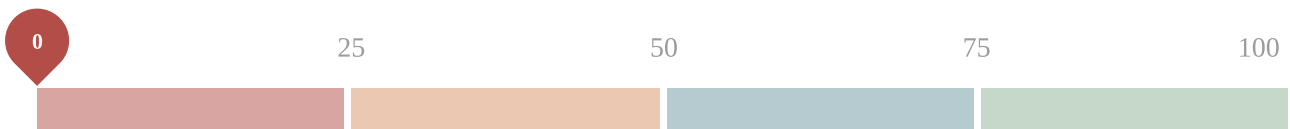
LEADER ALIGNMENT—MANAGERS

▲ Leadership and manager alignment in support of employee wellness



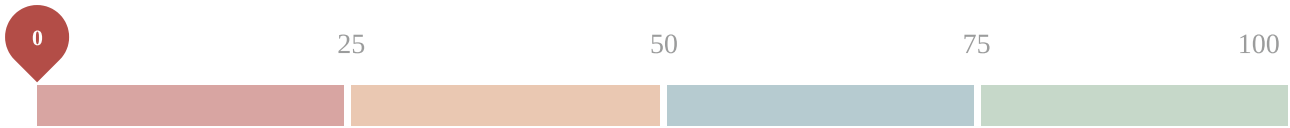
LEADER ROLE MODELING—CEO/MOST SENIOR LEADER

▲ Leadership and manager role-modeling of wellness



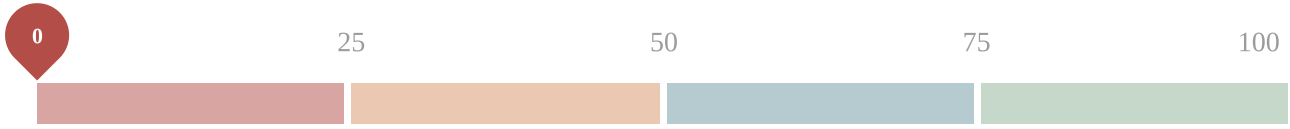
LEADER ROLE MODELING—OTHER C-SUITE

▲ Leadership and manager role-modeling of wellness



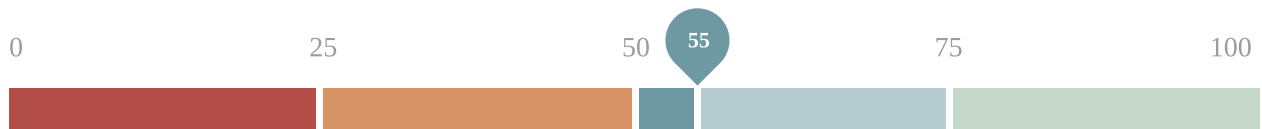
**LEADER ROLE MODELING—VPS AND DIRECTORS**

▲ Leadership and manager role-modeling of wellness



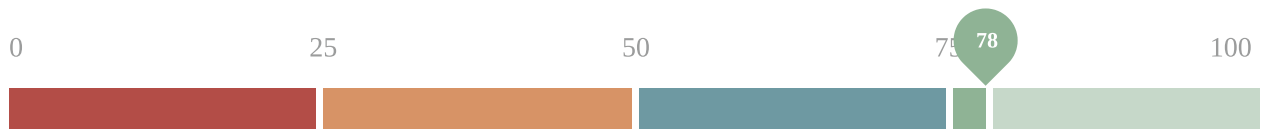
**LEADER ROLE MODELING—MANAGERS**

▲ Leadership and manager role-modeling of wellness



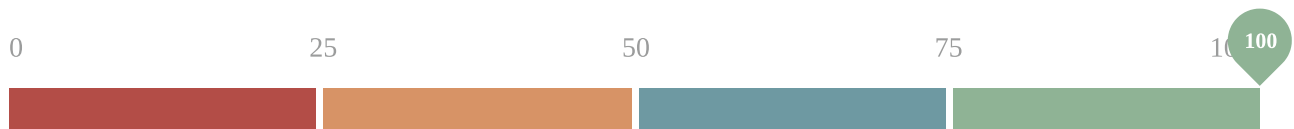
**LEADER ACCOUNTABILITY**

▲ Leadership and manager accountability for employee wellness



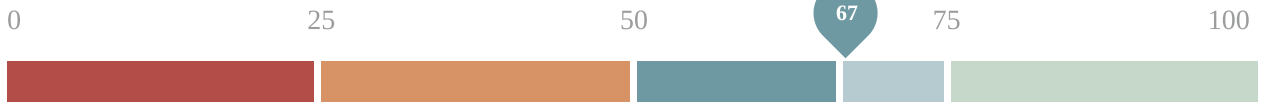
**LEADER SUPPORT**

▲ Leadership and manager support employee wellness



**COMMUNICATION AND CELEBRATION**

▲ Leadership and manager communication and recognition in support of wellness



## CONTINUOUS IMPROVEMENT

- ▲ Use of findings to improve our wellness approaches

### BENCHMARK 1 RECOMMENDATIONS

A successful wellness intervention starts with committed and aligned leadership. As wellness professionals, it is our role to work closely with leadership to ensure that the organization’s vision and values represent the importance of healthy employees. If leaders at your organization do not currently understand the role that wellness plays in achieving strategic business goals, the Join the Conversation webinar and valuable conversation templates in the Benchmark 1 Toolkit will share actionable tips for gaining support from leadership.

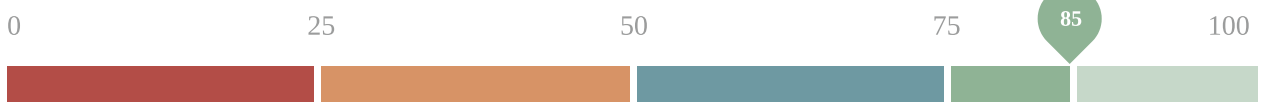
Beyond C-suite support, it is important that leaders at all levels in the organization are deeply committed to the wellness of employees and are aligned in their commitment, communication, support, and celebration of employee wellness. Strategies for achieving success in this Benchmark include building employee wellness expectations or metrics into management training and evaluation as well as showcasing successful leaders and teams who use leverage to drive positive outcomes.

[VIEW ALL RECOMMENDATIONS](#)

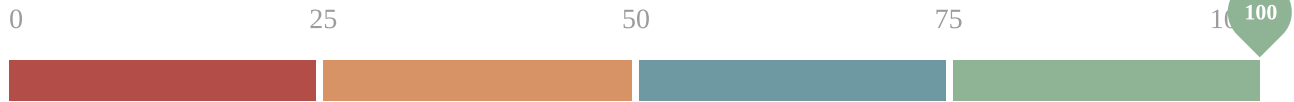
## ▼ 2 BENCHMARK 2

85

### YOUR SCORE

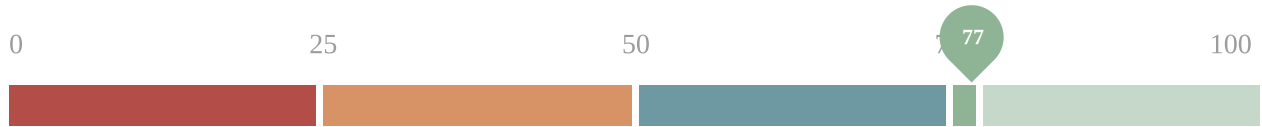


## SUBSCORES



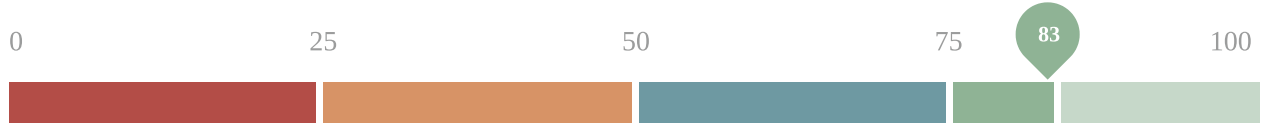
## TEAM STRUCTURE

- ▲ Cross functional network or effective process for wellness accountability



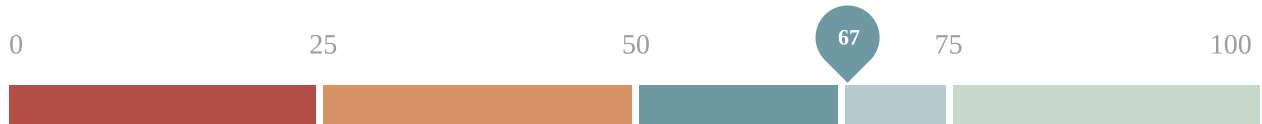
## COLLABORATIVE PLANNING

- ▲ Collaboration and coordination in support of wellness efforts



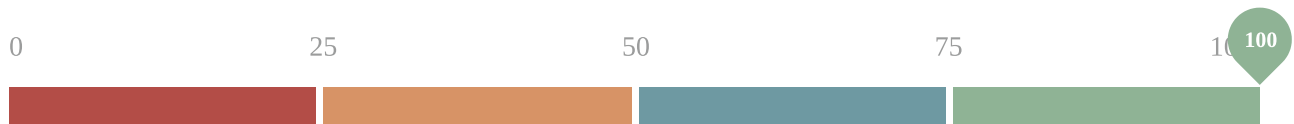
## INCLUSIVITY

- ▲ Wellness initiative planning and design includes employees from diverse roles



## GRASSROOTS EFFORTS

- ▲ Use of informal, grass-roots, locally designed efforts



## USE OF TECHNOLOGY

- ▲ Use of technology in support collaborative efforts

## BENCHMARK 2

# RECOMMENDATIONS

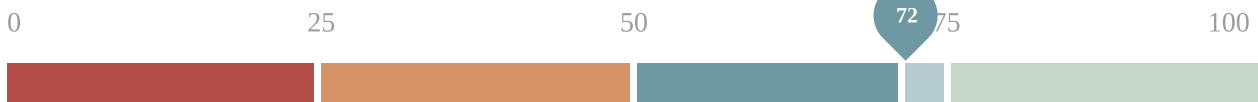
Whether it is a formal team, informal network, or technological solution, there must be a thoughtful strategy in place for ensuring that your wellness initiative can be rolled out effectively across all job types, business units, and locations. This is about creating accountability for how the work will get done, crafting communications that resonate across the organization, and--most importantly--removing silos among key business units that contribute to the employee lifecycle (Human Resources, wellness, organizational development, training, facilities, safety, EAP, selection, onboarding, etc.). An ideal approach to collaborating in support of wellness includes all employee and stakeholder groups in planning and delivering the organization's approach to wellness. Committed and accountable representatives from all functional areas and all levels of leadership coordinate and collaborate in support of creating the organization's formal and grass roots wellness approaches.

[VIEW ALL RECOMMENDATIONS](#)

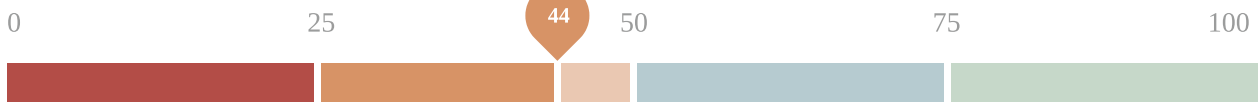
## ▼ 3 BENCHMARK 3

72

### YOUR SCORE

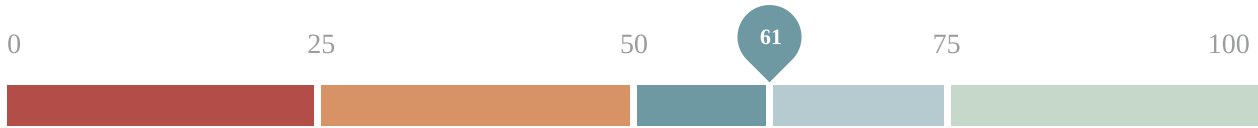


### SUBSCORES



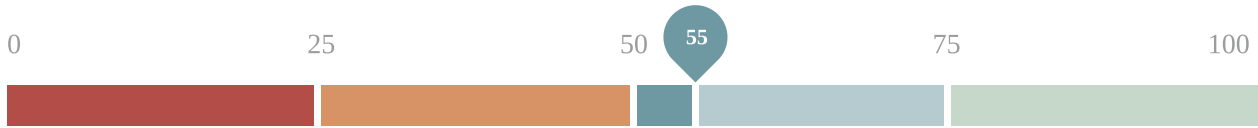
### MEASURES THAT MATTER

- ▲ Assessment of what matters most to employees and the organization



**MEANINGFUL WORKFORCE DATA**

- ▲ Collection of meaningful information about our workforce to inform our wellness efforts



**MEANINGFUL WORKPLACE DATA**

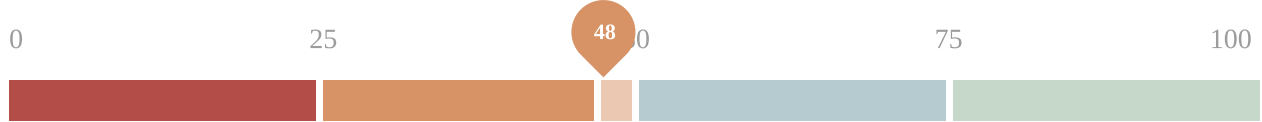
- ▲ Collection of meaningful information about our workplace to help inform our wellness efforts

**BENCHMARK 3  
RECOMMENDATIONS**

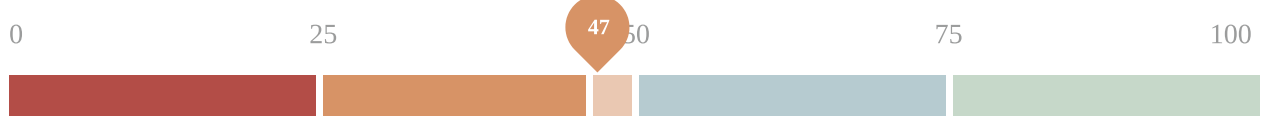
To achieve success in any wellness initiative, it is important to collect data to inform operations planning. Without following Benchmark 3 protocol, you will not have the information needed to choose the right approaches for meeting your wellness goals. For a full guide to the types of data that should be collected, review the Benchmark 3 Toolkit. An ideal approach to collecting meaningful data begins with a deep respect for employee privacy and dignity. Rich and meaningful information about employee perspectives and needs as well as the extent to which your organization’s environment and culture currently support healthy lifestyles should be collected. Every organization's goals are different, but data collection should always measure what matters most to both the organization and employees, and help drive the development and continuous improvement of a thriving environment and culture.

[VIEW ALL RECOMMENDATIONS](#)

## YOUR SCORE

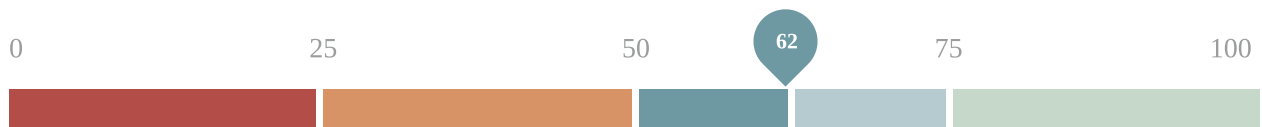


## SUBSCORES



### STRATEGIC PROGRAM PLANNING

- ▲ Operations planning for wellness initiatives tied to organization's strategic priorities



### STRATEGIC PLANNING FOR ENVIRONMENT, PROGRAMS, AND POLICIES

- ▲ Operations planning for evolving a supportive environment, policies, and practices tied to the organization's strategic priorities

## BENCHMARK 4 RECOMMENDATIONS

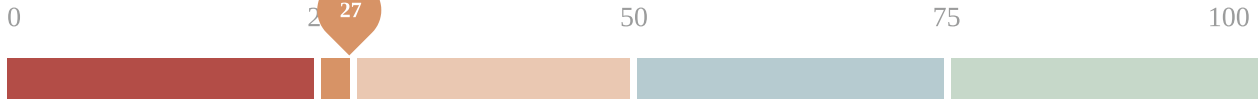
Benchmark 4 brings together the goals your leadership has for wellness in the organization with the data you collected in Benchmark 3 to begin determining how you will evolve the wellness culture in your organization. The operations plan for wellness initiatives should reflect the organization's strategic business priorities, purpose and values. Your plan should include your organization's vision and mission statements for wellness, goals and rationale for realizing your vision based on findings from Benchmark 3, the policies and practices you will employ to achieve your goals, roles and responsibilities, budget information and a plan for measuring the success of your interventions. All relevant internal employee groups and external stakeholder groups should feel empowered and accountable for creating a comprehensive and effective approach to support employee wellness.

[VIEW ALL RECOMMENDATIONS](#)

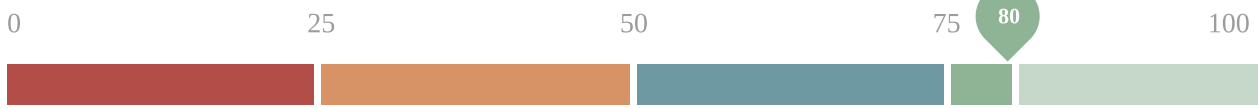
▼ **5** BENCHMARK 5

27

YOUR SCORE

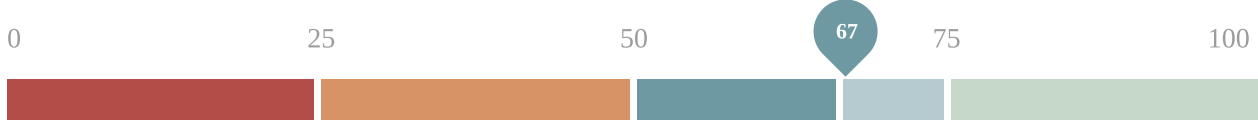


SUBSCORES



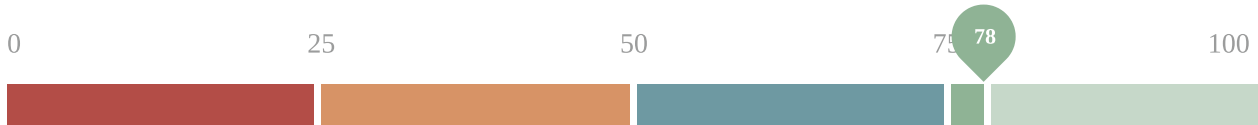
CARING APPROACH

▲ The purpose of our wellness approaches is grounded in caring



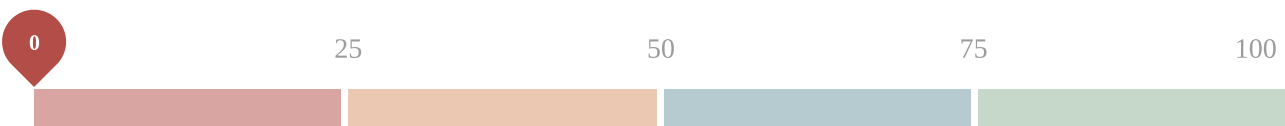
AUTONOMOUS APPROACH—EMPLOYEE WELL-BEING

▲ People are encouraged to choose their own path to wellness



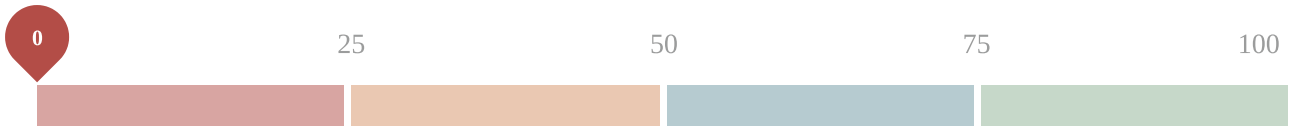
AUTONOMOUS APPROACH—PHYSICAL SAFETY

▲ People are encouraged to choose their own path to wellness



AUTONOMOUS APPROACH—PSYCHOLOGICAL SAFETY

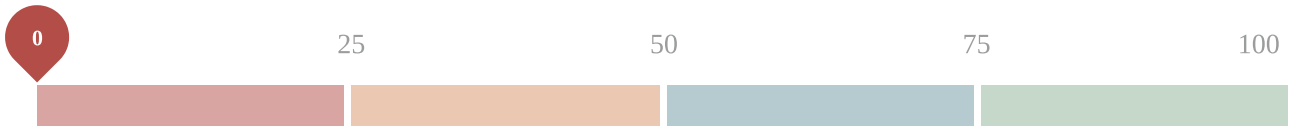
▲ People are encouraged to choose their own path to wellness



### AUTONOMOUS APPROACH—ORGANIZATIONAL CULTURE

▲ People are encouraged to choose their own path to wellness

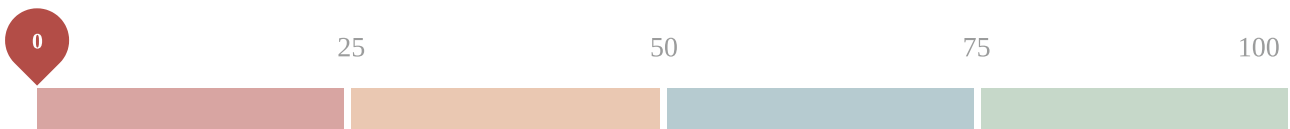
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### AUTONOMOUS APPROACH—HEALTHY WORKPLACE

▲ People are encouraged to choose their own path to wellness

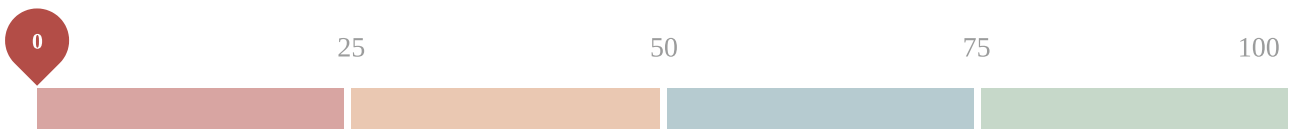
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### AUTONOMOUS APPROACH—TALENT RETENTION

▲ People are encouraged to choose their own path to wellness

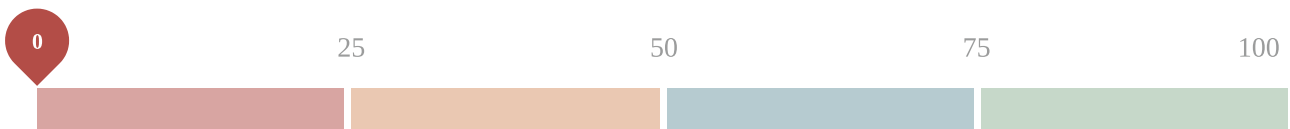
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### AUTONOMOUS APPROACH—PRODUCTIVITY

▲ People are encouraged to choose their own path to wellness

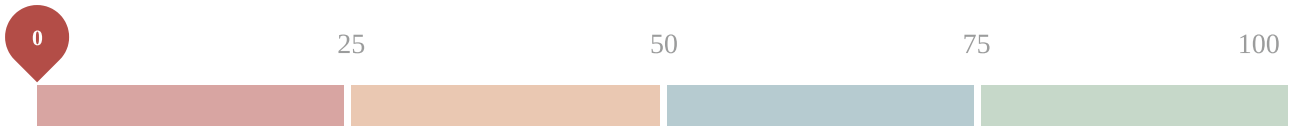
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### AUTONOMOUS APPROACH—BRAND REPUTATION

▲ People are encouraged to choose their own path to wellness

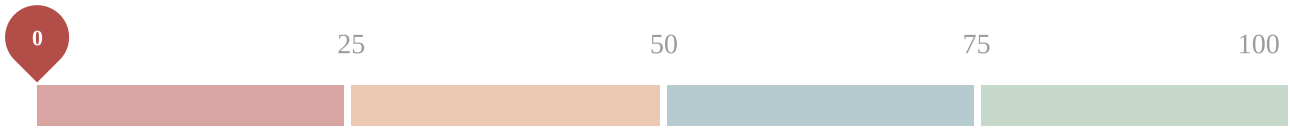
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### AUTONOMOUS APPROACH—INNOVATION

▲ People are encouraged to choose their own path to wellness

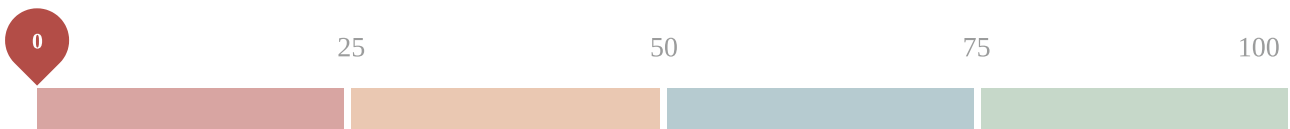
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### AUTONOMOUS APPROACH—SERVICE QUALITY

▲ People are encouraged to choose their own path to wellness

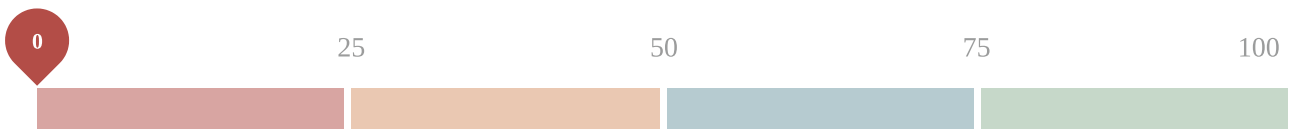
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### AUTONOMOUS APPROACH—PRODUCT QUALITY

▲ People are encouraged to choose their own path to wellness

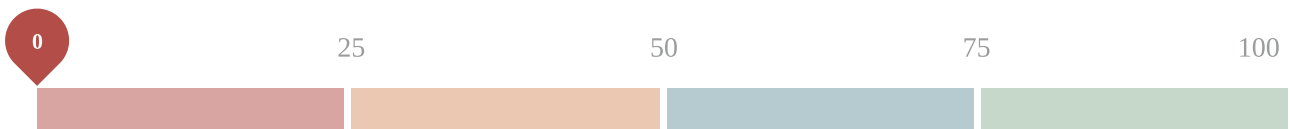
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### AUTONOMOUS APPROACH—PROFITABILITY

▲ People are encouraged to choose their own path to wellness

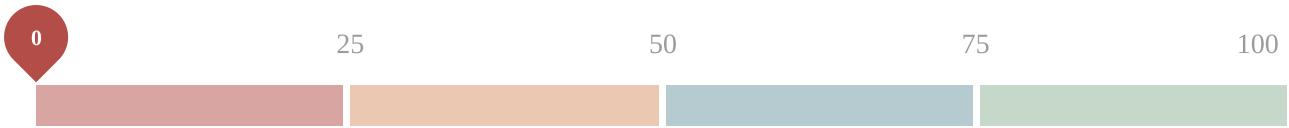
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### AUTONOMOUS APPROACH—CUSTOMER LOYALTY

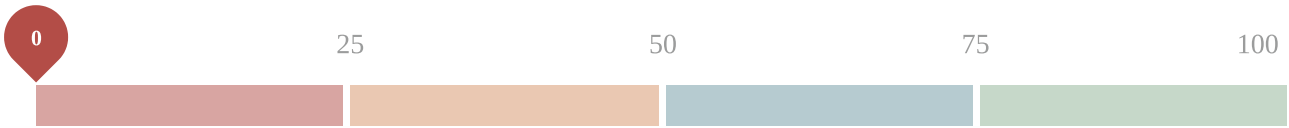
▲ People are encouraged to choose their own path to wellness

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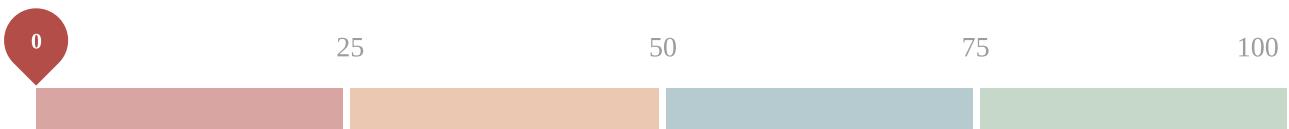
**AUTONOMOUS APPROACH—MARKET GROWTH**

▲ People are encouraged to choose their own path to wellness



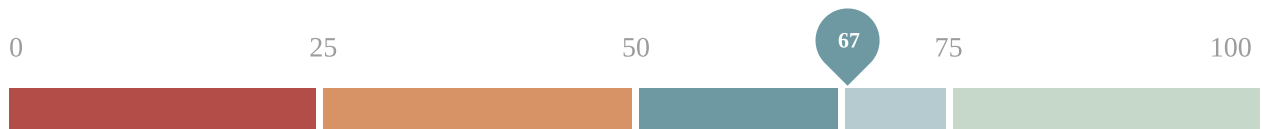
**AUTONOMOUS APPROACH—SOCIAL RESPONSIBILITY**

▲ People are encouraged to choose their own path to wellness



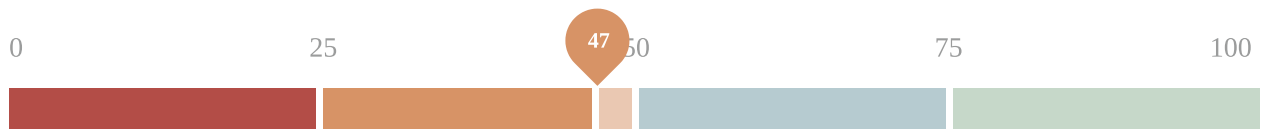
**AUTONOMOUS APPROACH—OTHER**

▲ People are encouraged to choose their own path to wellness



**AUTONOMOUS APPROACH**

▲ People are encouraged to choose their own path to wellness



**COMPREHENSIVE APPROACH**

▲ Our approaches support the full spectrum of health and wellness

## BENCHMARK 5 RECOMMENDATIONS

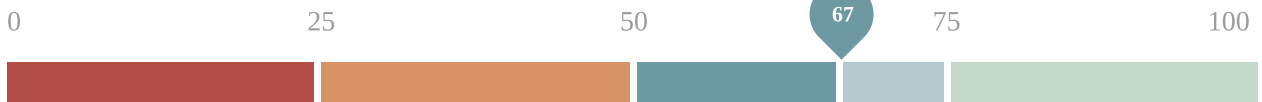
Wellness is the active pursuit to understand and fulfill your individual human needs so you may reach a state where you are flourishing and able to realize your full-potential in all aspects of life. Benchmark 5 operates within the core belief that every person has wellness aspirations. Aim to provide comprehensive wellness resources by supporting employees in fulfilling their needs in seven areas: physical & mental health, meaning, safety, connection, achievement, growth and positivity. An ideal approach to supporting employee wellness is guided by the organization's core vision and purpose while supporting the purpose and values of employees.

[VIEW ALL RECOMMENDATIONS](#)

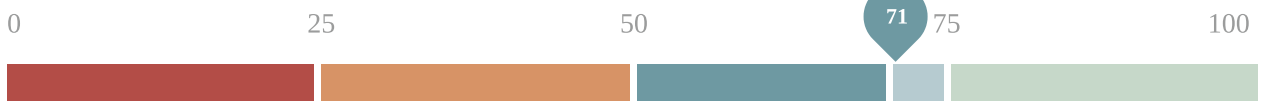
## ▼ **6** BENCHMARK 6

67

### YOUR SCORE

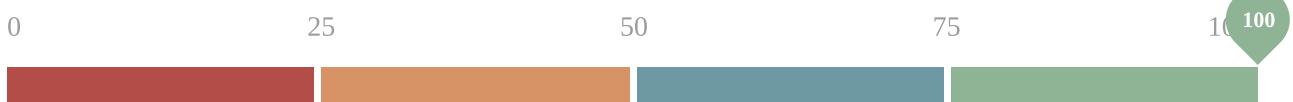


### SUBSCORES



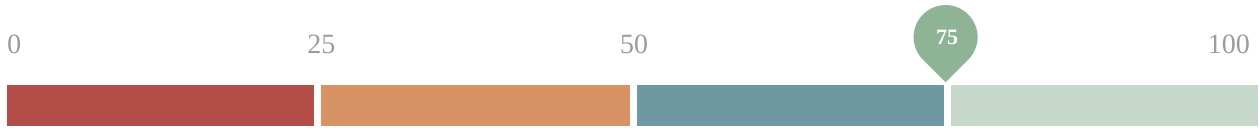
### WORK ENVIRONMENT

▲ Environment, policies and practices to support employee wellness



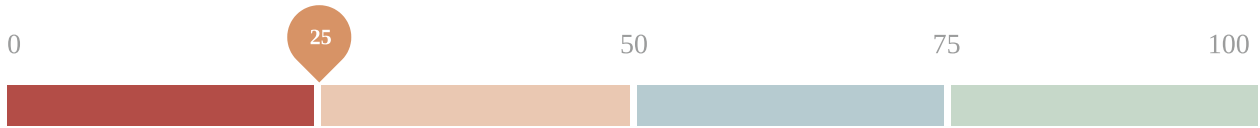
### EMPLOYEE AND FAMILY BENEFITS

▲ Benefits to support the wellness of employees and their families



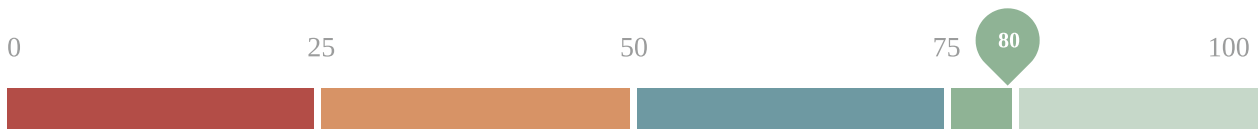
### CULTURE TOUCHPOINTS

- ▲ Wellness culture touchpoints (values, norms, artifacts, etc.) throughout the organization



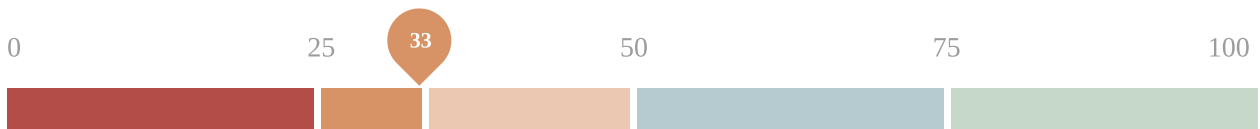
### POLICIES AND PRACTICES

- ▲ Policies and practices that support employee wellness



### SUPPORTIVE ATMOSPHERE

- ▲ Supportive social atmosphere



### SOCIALLY RESPONSIBLE BUSINESS PRACTICES

- ▲ Sustainable and socially responsible business practices

## BENCHMARK 6

# RECOMMENDATIONS

An ideal approach to fostering supportive environment, policies, and practices is grounded in the core vision and purpose of the organization. Consideration is given to the wellness of employees, their families, and communities. Aim to align wellness culture touchpoints (values, norms, artifacts, etc.) throughout the organization so that employees feel a sense of consistency between the interventions and resources you choose in Benchmark 5 and their experience in the built environment and culture of your organization. The workplace environment should be designed to support the basic human needs of autonomy, relatedness, and competence, and to build connections, strengthen relationships, and reinforce team collaboration.

[VIEW ALL RECOMMENDATIONS](#)

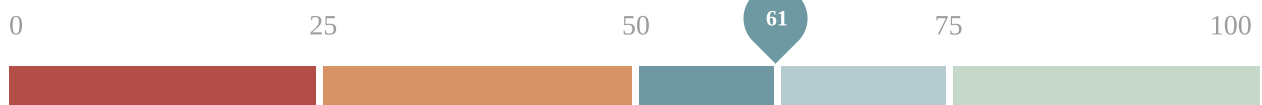


# 7

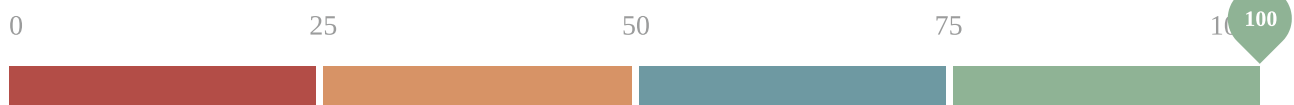
## BENCHMARK 7

61

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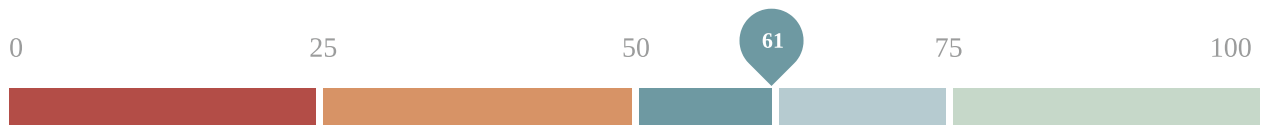


### SUBSCORES



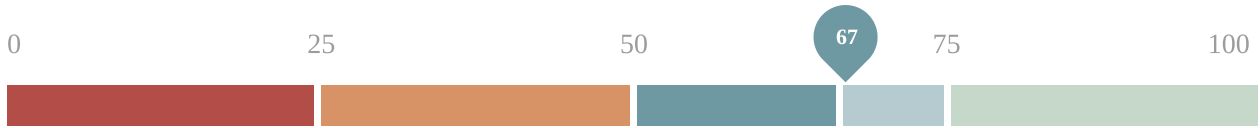
### EVALUATION STRATEGY

▲ Comprehensive evaluation strategy



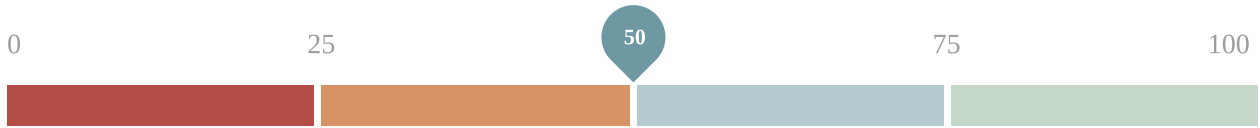
### WORKFORCE OUTCOMES

▲ Meaningful outcomes reflect employee wellness



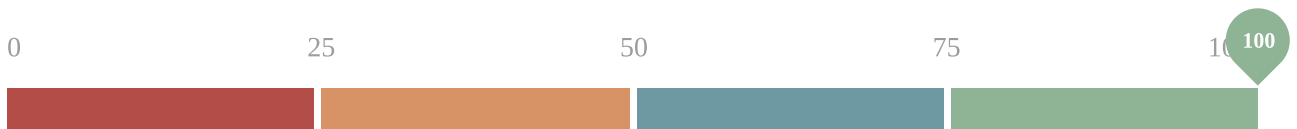
**WORKPLACE OUTCOMES**

- ▲ Meaningful outcomes reflect support for wellness in the workplace



**QUALITATIVE AND QUANTITATIVE METHODS**

- ▲ Collecting insights using various evaluation methods to inform wellness strategy and tactics



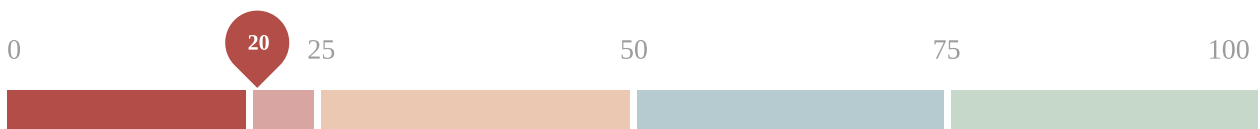
**PROGRESS TOWARD VISION**

- ▲ Progress toward company's vision for wellness



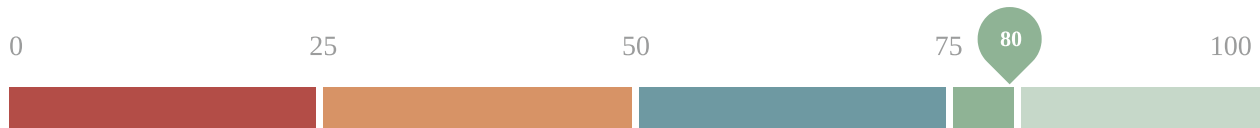
**COMMUNICATION OF FINDINGS**

- ▲ Communication of findings with all stakeholder groups



**CELEBRATE SUCCESS**

- ▲ Recognizing achievements and sharing outcomes to reinforce engagement and continuous improvement in wellness initiatives



## CONTINUOUS IMPROVEMENT

- ▲ Use of findings to improve our wellness approaches
- 

### **BENCHMARK 7**

## **RECOMMENDATIONS**

While Benchmark 3 involved collecting data to inform what interventions and resources you would need to employ to achieve your wellness goals, Benchmark 7 involves measuring the success of those interventions after implemented. The data you collect as part of the Benchmark 7 protocol should be generative. In other words, you'll use this data to determine how successful you were and in what ways your program can improve. This information should be communicated to all employees, leaders and stakeholders. Success in this benchmark is characterized by developing a value story for wellness in your organization that outlines opportunities for progress and the learnings that will give rise to new and innovative ideas or possibilities for achieving your unique goals.

[VIEW ALL RECOMMENDATIONS](#)



## EXECUTIVE SUMMARY OF RECOMMENDATIONS

### TOP 5 STRENGTHS

Congratulations on completing the Well Workplace Checklist ! The subscales below represent the strongest scoring areas in your current approach to wellness.

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BENCHMARK 1

### BENCHMARK 1

#### **ORGANIZATIONAL COMMITMENT**

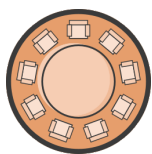
Your organization's strong commitment to employee wellness is reflected in its purpose, vision, and values. Your leaders do a good job of communicating about the organization's higher purpose.

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#### **COMMUNICATION AND CELEBRATION**

Leaders in your organization regularly highlight and celebrate positive examples of wellness, and use evaluation findings to work with others to improve the organization's wellness strategy.

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BENCHMARK 2

### BENCHMARK 2

## TEAM STRUCTURE

Your organization has a robust cross functional group process in place to support and promote your employee wellness efforts.

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## USE OF TECHNOLOGY

Your organization makes good use of available technology to help facilitate collaboration in support of your employee wellness approach.

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BENCHMARK 6

## BENCHMARK 6

## EMPLOYEE AND FAMILY BENEFITS

Your organization provides healthcare benefits that support the health and wellness of your employees and their families.

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## TOP 5 OPPORTUNITIES

Even if there are benchmarks that you scored high or ideal in, you might have opportunities for improvement within a subscale of that benchmark. What follows is a list of recommendations based on the subscales for which you have the most opportunity to improve.

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BENCHMARK 1

## BENCHMARK 1

## LEADER ALIGNMENT—OTHER C-SUITE

Leader and manager support for employee wellness is an area for potential improvement for your organization. Both the organization and its employees can benefit from authentic, open, and supportive leaders who communicate about their vision for wellness, openly discuss why wellness is important, and talk about how employees can use wellness resources and benefit from policies that promote wellness.

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## **LEADER ALIGNMENT—VPS AND DIRECTORS**

Leader and manager support for employee wellness is an area for potential improvement for your organization. Both the organization and its employees can benefit from authentic, open, and supportive leaders who communicate about their vision for wellness, openly discuss why wellness is important, and talk about how employees can use wellness resources and benefit from policies that promote wellness.

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## **LEADER ALIGNMENT—MANAGERS**

Leader and manager support for employee wellness is an area for potential improvement for your organization. Both the organization and its employees can benefit from authentic, open, and supportive leaders who communicate about their vision for wellness, openly discuss why wellness is important, and talk about how employees can use wellness resources and benefit from policies that promote wellness.

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## **LEADER ROLE MODELING—OTHER C-SUITE**

There is an opportunity for leaders in your organization to be better role models for wellness by engaging in wellness initiatives and healthy personal practices. Effective leaders also demonstrate genuine caring and compassion for employees.

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## **LEADER ROLE MODELING—VPS AND DIRECTORS**

There is an opportunity for leaders in your organization to be better role models for wellness by engaging in wellness initiatives and healthy personal practices. Effective leaders also demonstrate genuine caring and compassion for employees.

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These recommendations are based on your highest and lowest subscale scores on the Well Workplace Checklist . What matters to your organization might be some other opportunity that you have learned about through this experience.

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