



The 7 Benchmarks Framework for a Well Workplace®

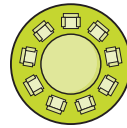


These 7 Benchmarks are an important part of building a results-oriented workplace wellness strategy.



Benchmark 1 Committed and Aligned Leadership

Having leaders throughout the organization who are deeply committed to the wellness of employees and wellness in their own lives is an important first step to creating successful worksite wellness initiatives.



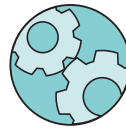
Benchmark 2 Collaborate in Support of Wellness

Creating a formal or informal team that is dedicated to building and sustaining a successful worksite wellness initiative is an important step. This engages stakeholders at all levels and helps maintain a cooperative approach to worksite wellness initiatives.



Benchmark 3 Collecting Meaningful Data to Evolve a Wellness Strategy

Efforts to support employee wellness involve understanding employee populations and assessing the current state through confidential and secure data collection. Data collection should measure what matters most to both the organization and the employees.



Benchmark 4 Crafting an Operating Plan

Capturing an organization's goals for wellness initiatives and documenting the details will serve as a roadmap to guide efforts and investments in workplace wellness. The wellness operating plan reflects the vision, values, and purpose of an organization.



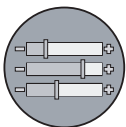
Benchmark 5 Choosing Initiatives that Support the Whole Employee

Selecting appropriate health and wellness interventions based on data collected serves to enhance decision-making skills. It brings the right intervention to an organization in support of employees across the health continuum toward healthy and thriving lives.



Benchmark 6 Cultivate Supportive Health Promoting Environments, Policies, and Practices

Supporting efforts toward healthy employees includes evaluating policies, practices, and promotions to ensure the environment helps foster a successful wellness initiative. It is grounded in the core vision and purpose of the organization. Aim to align the wellness culture throughout the organization so there is consistency within the resources, interventions, and experience at work.



Benchmark 7 Conduct Evaluation, Communicate, Celebrate, and Iterate

Each organization strives to develop an understanding of the impact of efforts to support employee wellness. Data collected during evaluation will determine how successful the approach has been and in what ways it can be improved. It also reflects how findings from the evaluation are communicated to ensure continuous improvement efforts in worksite wellness initiatives.