



# 2007 Workplace Wellness Survey



# Wellness Survey

Workplace wellness continues to be a hot topic. There are many different types of wellness programs. The essence of these programs is to encourage employees to take preventive measures to avert the onset or worsening of an illness or disease, and to adopt healthier lifestyles.

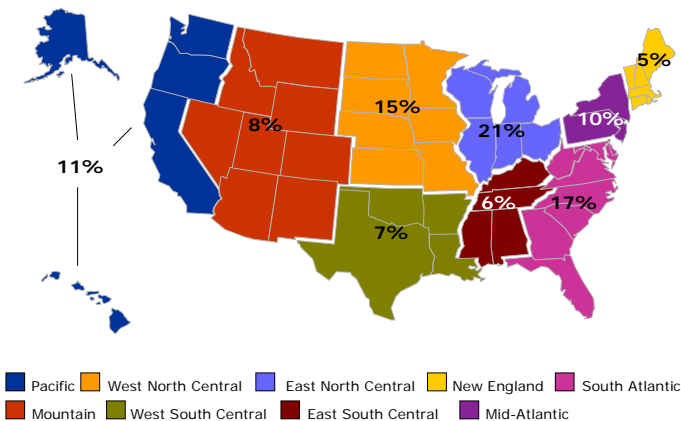
Employers may utilize a wide range of wellness initiatives, from on-site gyms to simple wellness newsletters. You can achieve savings and increased productivity with just a few simple activities that promote healthy behaviors. What's important is getting started. Having a plan, along with one or two health promotion activities, can serve as a foundation for a more comprehensive program down the road. If your company isn't participating yet, these results might help you think about your next steps.

This survey was intended to uncover the trends in current wellness programs, along with gauging future employer needs, as more of you utilize this strategy as a portion of the overall health plan. A total of 1433 respondents completed the survey.

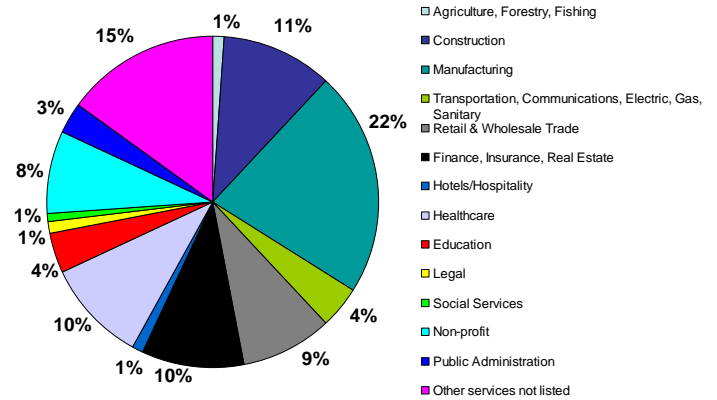
*Note: If you would like to increase the size of any chart contained in this survey, please double click on the chart and then click escape to return to the survey.*

## Demographic Information

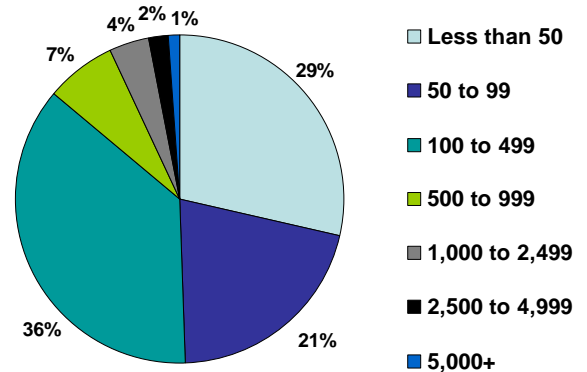
*In which region is your organization based (the most employees)?*



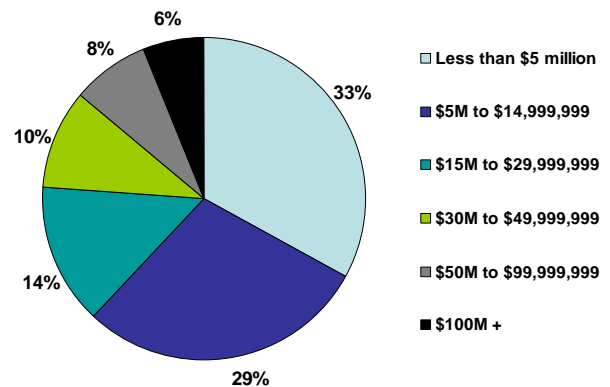
*In which industry/sector does your organization operate?*



*How many employees does your organization employ?*



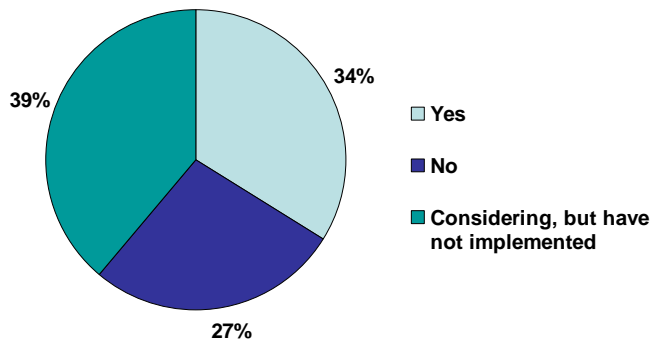
*What is your organization's annual revenue?*



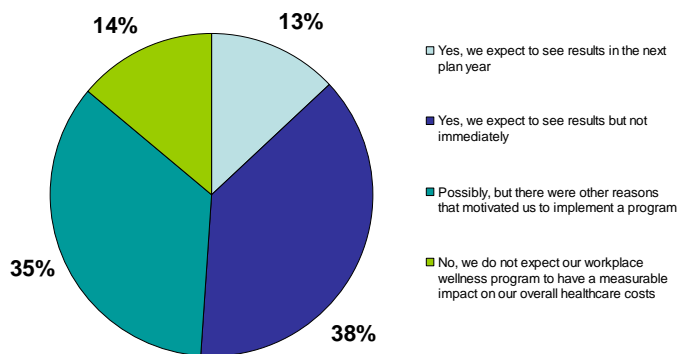
# Your Wellness Program

There is a high level of interest toward wellness programs – nearly 73 percent of the respondents are currently utilizing or considering a wellness program. Eighty-one percent report no tangible savings yet, but 71 percent are not yet evaluating their programs. Fifty-one percent expect their programs to reduce their overall health costs. Improving employee health, rising health care costs, reduced absenteeism, improved morale, and improved productivity are the leading factors prompting the implementation of a wellness program.

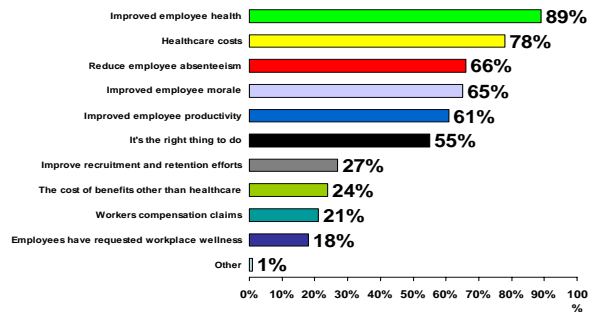
## Has your organization moved towards a focus on improving employee health through wellness programs?



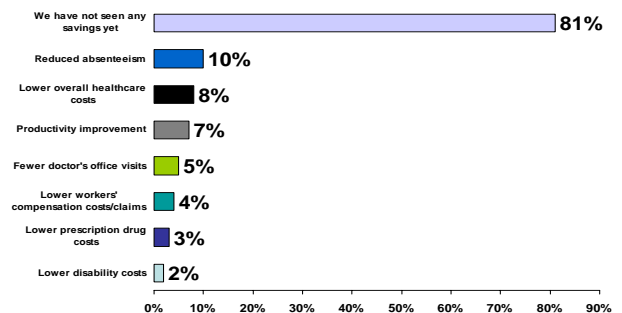
## If you have implemented a workplace wellness program, do you expect the program to reduce your overall healthcare costs?



## What factors influenced/are influencing your decision to implement a workplace wellness program?



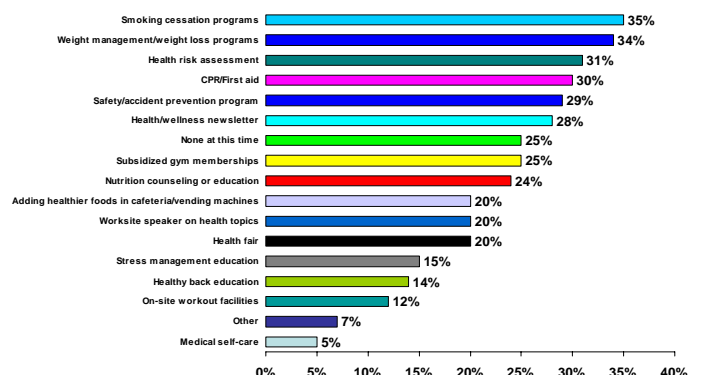
## If you have seen a reduction in costs as a result of your wellness initiative, where have you realized a savings?



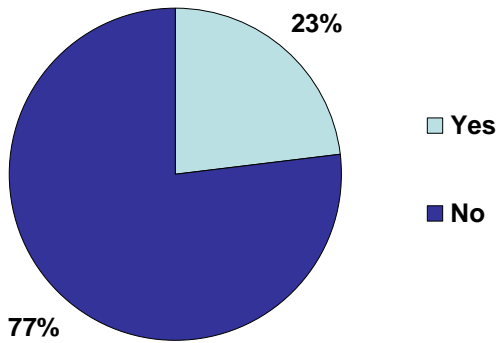
For those respondents with programs in place, smoking cessation, weight management, health risk assessments, first aid, safety, and health newsletters are the most common programs.

Incentives can produce significant changes in behavior, are easy to understand and administer, and can be combined to increase their motivational impact. As powerful as incentives can be, only 23 percent of respondents are using them along with their wellness programs. Contact your broker for ways to incorporate incentives into your wellness programs.

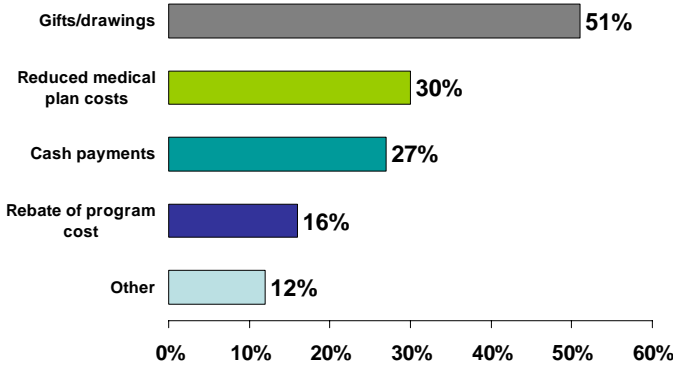
## What type of programs do you offer as part of your wellness initiative?



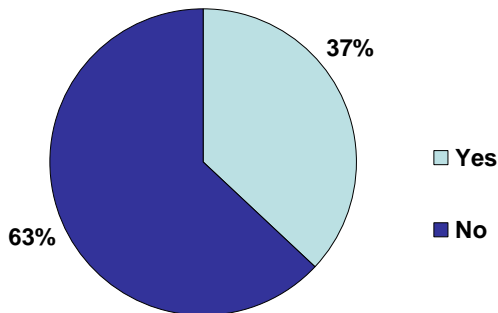
**Do you offer an incentive for participation in your wellness programs?**



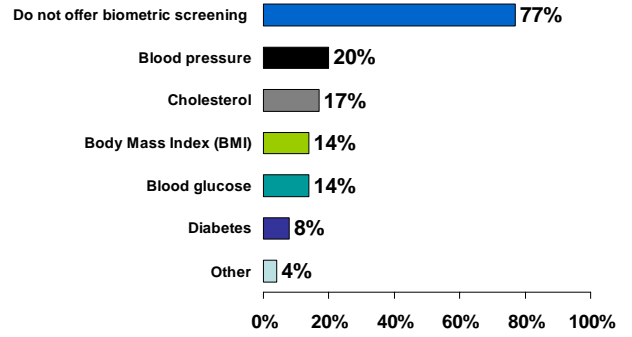
**What type of participation incentives do you offer?**



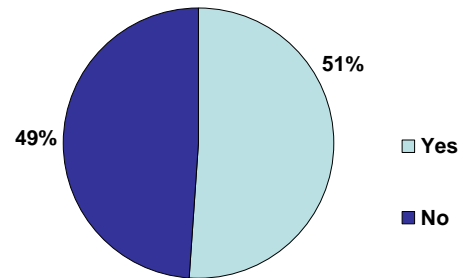
**Have you linked your incentive structure to benefit plan design? (i.e. Employee contribution, deductible, flex contribution)**



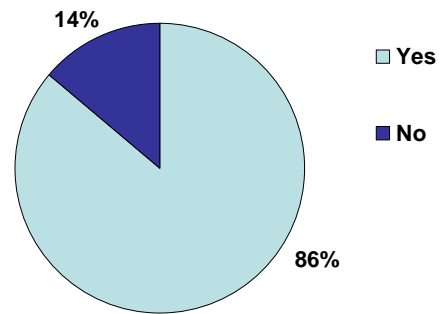
**Do you offer any of the following biometric screening programs?**



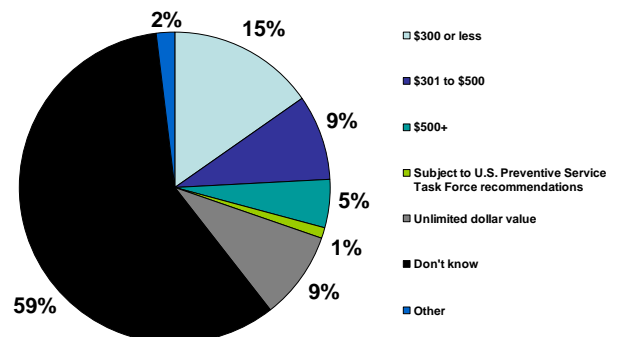
**Do you have an employee assistance program?**



**Do you cover preventive care checkups in your health plan?**



**What is the annual dollar amount allocated to preventive care per covered member?**

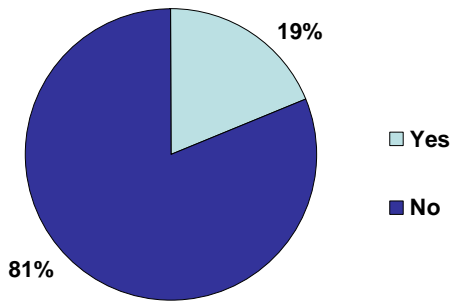


# Wellness Staff

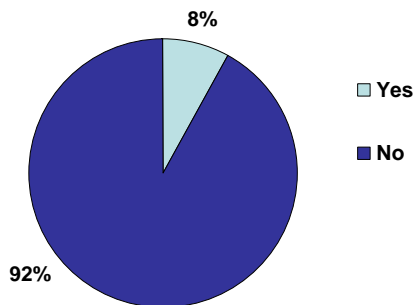
Studies show that wellness committees help to garner "buy in" from both management and participants, and to develop a program that is responsive to the needs of all potential participants. Despite this fact, only 19 percent have wellness committees that include employee participants.

Staffing a wellness program is clearly a challenge, particularly for smaller employers. Most rely on their benefits staff for assistance. Don't forget about your broker. Your benefits broker is an amazing workplace wellness resource. Contact your broker for assistance with getting started, low-cost wellness activities and resources ideas, and wellness employee communications.

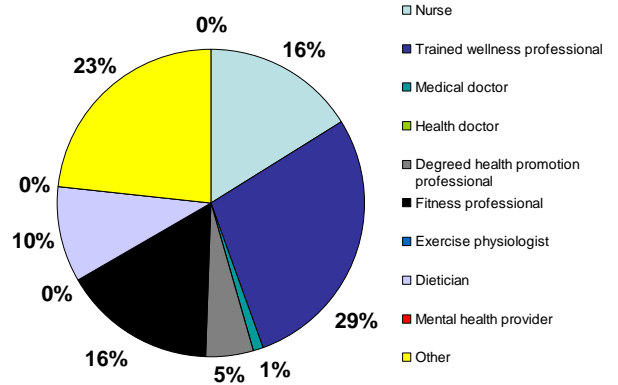
**Do you have a wellness committee that includes employee participants?**



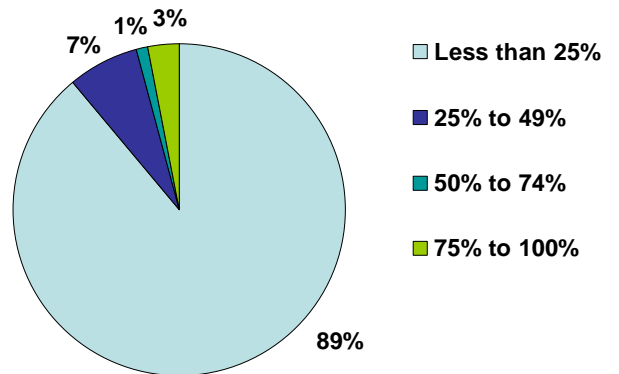
**Have you hired any trained staff to run your wellness program?**



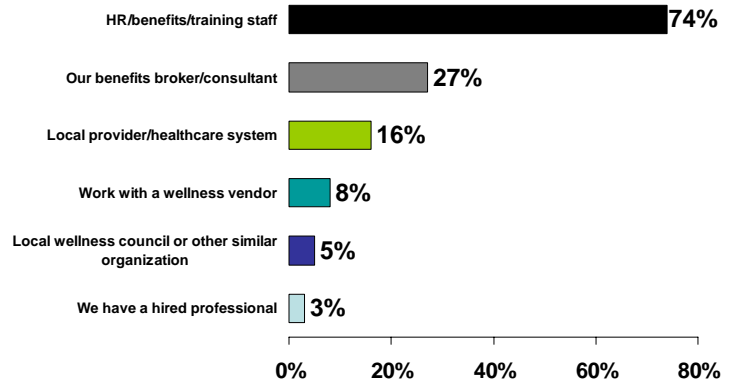
**If so, what is their background?**



**What percentage of a full-time position is allocated to wellness?**



**If you have not hired a professional to specifically run your wellness program, who assists with your program?**

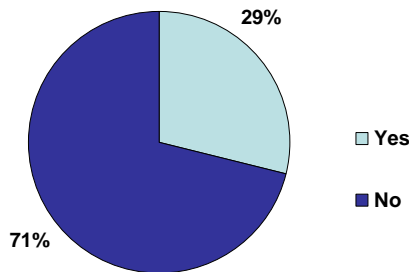


## Program Needs

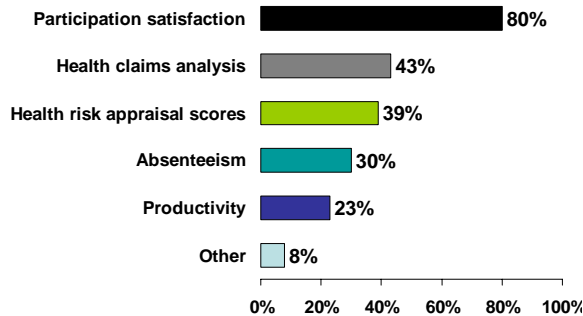
Getting a wellness program started still has many challenges. Aside from the top barriers of time and money, ongoing participation from employees is the other most frequent reason for programs being unsuccessful. In fact, 54 percent (down from 83 percent last year) of employers offering wellness programs have employee participation levels at or below 50 percent.

Your broker can help you address all three of these challenges. Your broker has the tools you need to get your program off the ground along with low-cost program resources and activities. Your broker can also offer ideas on how you might improve incentives and communication to improve participation levels.

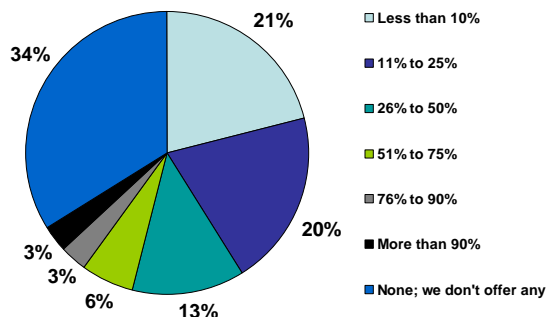
### Do you evaluate your wellness program?



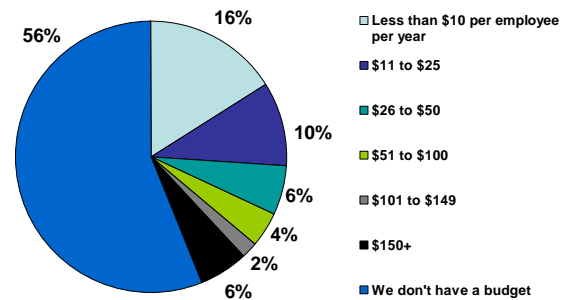
### What evaluation methods do you use?



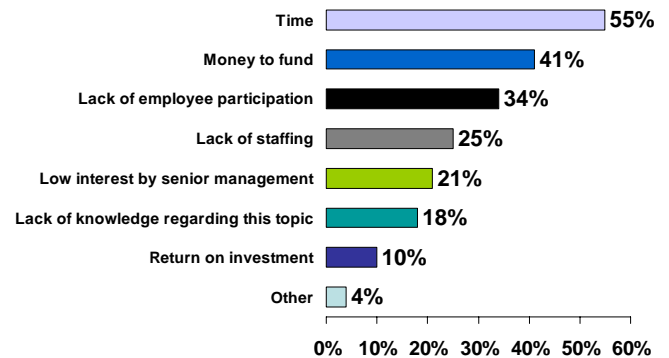
### What percentage of employees participate in company-sponsored wellness programs?



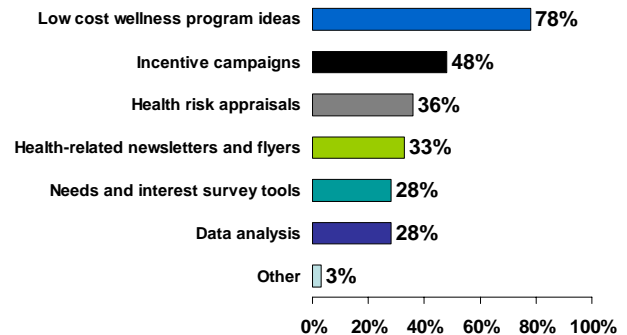
### What is your annual budget per employee per year for the wellness program?



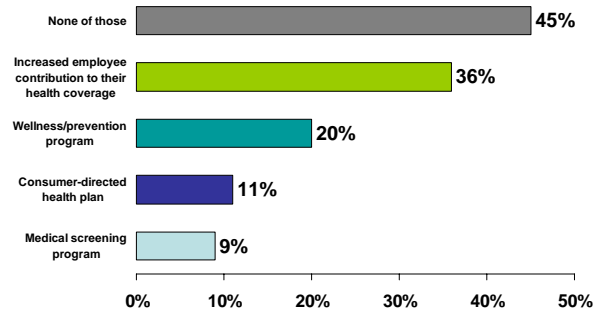
### What is the biggest barrier you encounter regarding wellness programming?



### What are your greatest areas of need with regard to wellness program resources in the next 2 years?



### In the past year, have you introduced any of the following?



## Summary

Encouraging employees to adopt healthier lifestyles is a tall order – for both the employees and those that are implementing the programs. The Wellness Councils of America has identified the seven best practices for employers to follow when building a comprehensive, effective worksite wellness program within their organization:

- 1. Capture senior-level support.** A commitment from the top is critical to the success of any wellness initiative. “Walking the talk” will go a long way in driving participation.
- 2. Create a wellness team.** Include a cross-section of program participants, including employees.
- 3. Collect data that will drive your health initiatives.** This data will guide you in what kind of health programs to offer.
- 4. Craft an annual operating plan.** A plan is instrumental in holding the team accountable to the goals, objectives, and timeline agreed upon.
- 5. Choose appropriate health initiatives.** They should address prevailing risk factors in your employee population and be in line with what both management and employees want from the wellness program.
- 6. Create a supportive environment.** Provide employees with encouragement, opportunity, and rewards.
- 7. Consistently evaluate your outcomes.** Evaluation allows you to celebrate goals that have been achieved and to discontinue or change ineffective initiatives.

Wellness programs make healthy employees and a healthy business – helping the bottom line.

**Contact Corporate Health Systems, Inc. to discuss how this survey information can assist you in your future benefit plan strategies.**

*This survey was conducted from September 1, 2007 to November 2, 2007. The survey was anonymous, so responses have not been validated for statistical significance or margin of error. Approximately 1,433 respondents completed this survey.*

