

Executive Summary

At the Wellness Councils of America, we believe that worksite wellness programs have the power to change lives and transform organizations. And, for over a decade now, we have been helping organizations of all kinds to build world-class wellness programs-the kind of programs that both enhance employee health and well-being and also contribute to organizational outcomes.

The Quest To Become One of America's Healthiest Companies

The cornerstone of the Wellness Councils of America is the "Well Workplace" Awards process. This prestigious initiative recognizes quality and excellence in worksite health promotion. Driven by a rigid set of criteria, organizations of all kinds compete to be recognized as one of America's Healthiest Companies.

Thank You For Completing The Well Workplace Checklist

That's where the Well Workplace Checklist comes in-it's the first step in assessing the quality and comprehensiveness of your organizations wellness initiative. Indeed, by completing the 100+ questions, you have already taken important action in better understanding where your program excels and where it needs work.

The Seven Benchmarks Of Workplace Wellness Success

On the following pages you will find a brief report that provides you with section scores on each of the seven important benchmarks that are characteristic of results-oriented programs.

1. Capturing Senior Level Support
2. Creating Cohesive Wellness Teams
3. Collecting Data To Drive A Results-Oriented Wellness Initiative
4. Crafting An Annual Operating Plan
5. Creating A Supportive Health Promoting Environment
6. Choosing Appropriate Interventions
7. Carefully Evaluating Program Outcomes

The Well Workplace Checklist...Your First Step In The Well Workplace Process

Again, by completing this online Checklist, you have taken an important step toward assessing the quality and comprehensiveness of your organization's wellness initiative. It is important to understand that completing the Checklist is only the first step in significantly improving and upgrading your program.

The Road Ahead

Once you have read and analyzed the feedback contained in this report, we would encourage you to log on to <http://www.welcoa.org/> to learn more about the process of building a results-oriented program and perhaps even completing an application to compete for the Bronze, Silver, Gold or Platinum Well Workplace Award for your organization.

Get Your Complete And Customized Report!

If you are interested in learning more about how to build a results-oriented program, you can obtain a comprehensive report that will outline the specific steps and strategies that will need to be incorporated to take your program to the next level.

✓ Senior Level Support

Your Score: 68

The first benchmark of a results-oriented wellness program is strong senior level leadership. Indeed, it has been our experience at the Wellness Councils of America that when the CEO gets behind the wellness initiative things begin to change. From the information that you provided when you completed the Well Workplace Checklist your overall ratings for senior level leadership support are presented below.

HOW YOU SCORED:



ABOUT WELCOA

WELCOA was founded in 1987 as a national non-profit membership organization dedicated to promoting healthier life styles for all Americans, especially through worksite health promotion initiatives.

WELCOA focuses on building Well Workplaces - organizations that are dedicated to the health of their employees. The Well Workplace process provides business leaders and members with a structure or blue print to help their organizations build results-oriented wellness programs. Ultimately these programs help employees make better lifestyle choices, and positively impact the organization's bottom line.

✓ Wellness Teams

Your Score: 72

The second benchmark of a results-oriented wellness program is the creation and integration of a well-functioning team. From the information that you provided when you completed the Well Workplace Checklist your overall ratings for wellness team performance are presented below.

HOW YOU SCORED:

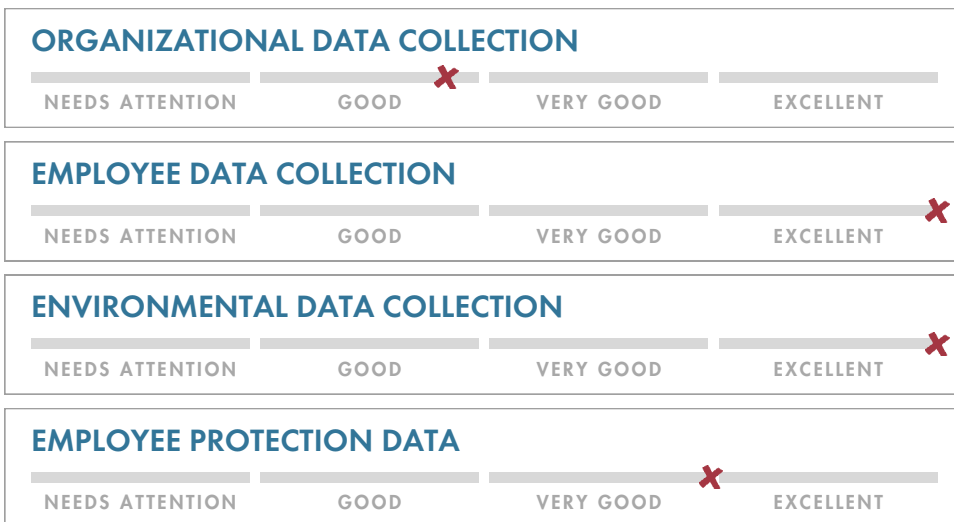


✓ Data Collection

Your Score: 73

Data collection may very well be the most important benchmark in the entire Well Workplace process. From our perspective, many companies are just beginning to wrestle with the idea of collecting the right kinds of data and creating databases by which this information can be analyzed and monitored. From the information that you provided when you completed the Well Workplace Checklist your overall ratings for data collection are presented below.

HOW YOU SCORED:



"There's no question that workplace wellness is worth it. The only question is whether you're going to do it today or tomorrow. If you keep saying you're going to do it tomorrow, you'll never do it. You have to get on it today."

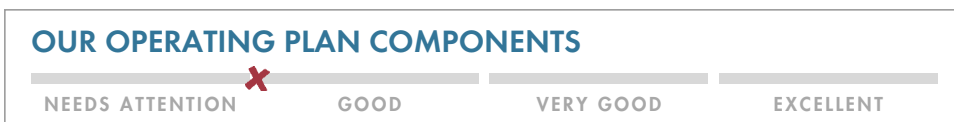
Warren Buffett
Chairman, Berkshire Hathaway

✓ Operating Plan

Your Score: 25

The operating plan is the central document that serves as the key piece of communication as to what your program will accomplish. Without an operating plan, many times organizations will suffer from fragmentation as each key player will go their own way and do their own thing. Put succinctly, the operating plan keeps everybody moving in the same direction. From the information that you provided when you completed the Well Workplace Checklist your overall ratings for your wellness operating plan are presented below.

HOW YOU SCORED:



 **Programming**

Your Score: 32

The fifth benchmark of a results-oriented wellness program is choosing the appropriate health promotion interventions to offer your employees and their dependents.

What separates the Well Workplace process from other activity-centered approaches to corporate health promotion is the fact that within the seven benchmarks model, the health interventions that a company offers are predicated upon the data that has been collected in benchmark three and articulated in the organization's operating plan (benchmark four). By offering programs that are consistent with what the organization needs and the employees are interested in, the health promotion interventions you offer in following the Well Workplace process, will be much more straightforward, rational, and effective.

Although each company is very different in terms of employee demographics, organizational mission, and corporate culture, it is safe to say that there are a number of programs that will be appropriate for any working population-and will be supported by the data that you have collected. Potential programs that can and should be offered include but are not limited to: physical activity, nutrition/weight management, smoking cessation, responsible alcohol use, stress management, medical self-care, financial management, ergonomics, mental health/depression, disease management, and work/family balance.

From the information that you provided when you completed the Well Workplace Checklist your overall ratings for choosing the appropriate interventions are presented below.

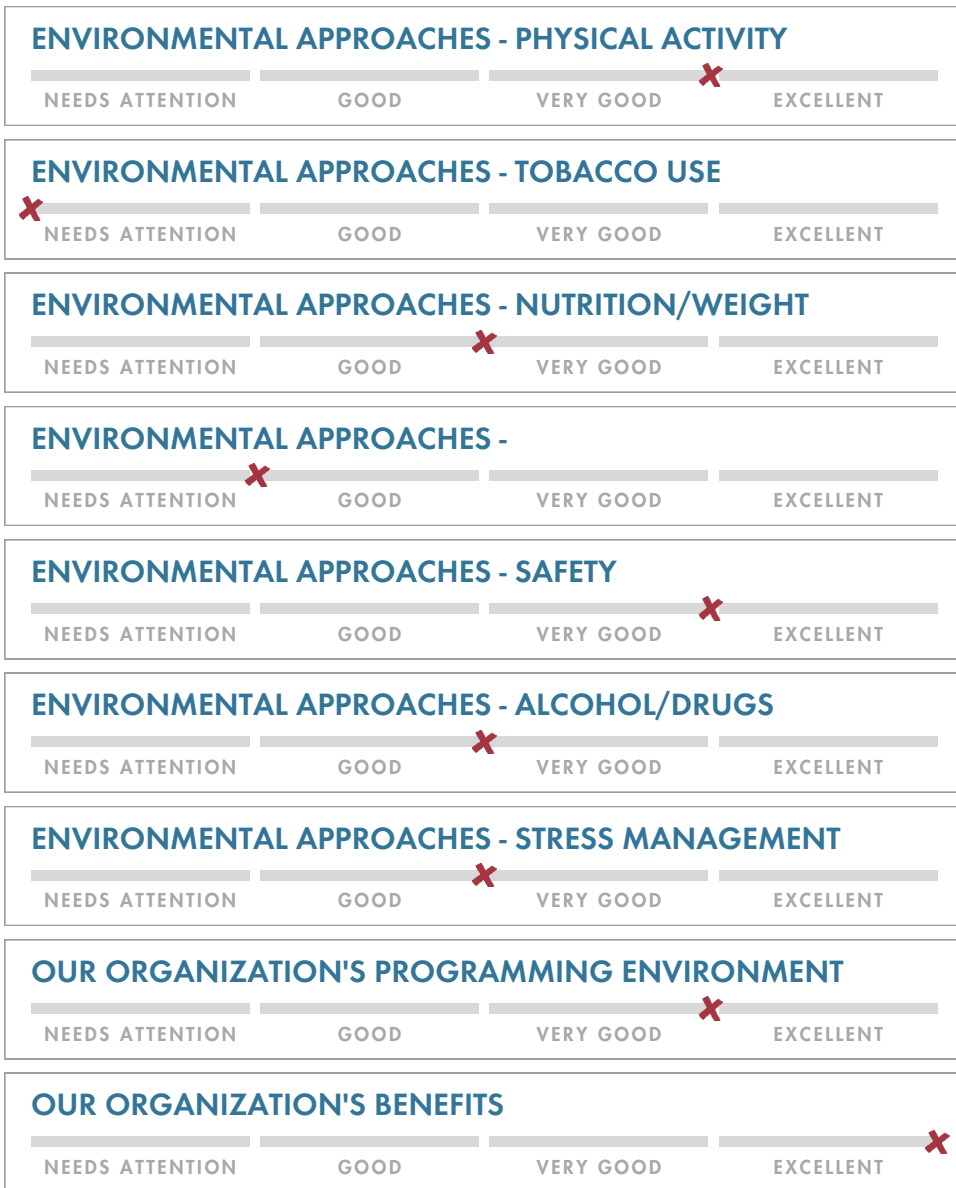
HOW YOU SCORED:



Supportive Environments Your Score: 56

At the Wellness Councils of America, we have learned that it takes much more than just educational opportunities to bring about desired and ongoing changes in personal health behaviors. This is where a supportive environment can play a critical role in helping employees to adopt healthier behaviors. From the information that you provided when you completed the Well Workplace Checklist your overall ratings for supportive environments are presented below.

HOW YOU SCORED:



"I do know that it [workplace wellness] affects the bottom line. We have less absenteeism, we have greater productivity. We have a family feel that people have commented on and 'this is a happy place to work,' people will say - well it is. And why is it? We try to make it a good place to work."

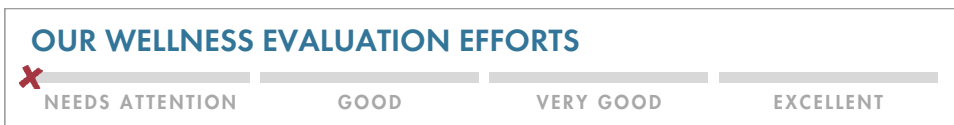
Glendon Johnson
 Chairman & CEO (Ret.)
 John Alden Life Insurance
 Company

Evaluation

Your Score: 0

The seventh and final benchmark of a results-oriented wellness program is carefully evaluating program outcomes. Despite the sentiment that evaluation is too complicated to be completed without the help of researchers, it actually is quite straightforward process. From the information that you provided when you completed the Well Workplace Checklist your overall ratings for your evaluation efforts are presented below.

HOW YOU SCORED:



"So we need to step back a bit, and we need to say, 'What type of culture are we going to create in the corporation?' Are we going to say to our employees - 'It's important that you're well as a whole person.'"

Esther Williams
Manager of Corporate Benefits,
Seagate Technologies

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