



WELCOA 

THE WELL WORPLACE PROCESS



WHAT DRIVES WELCOA



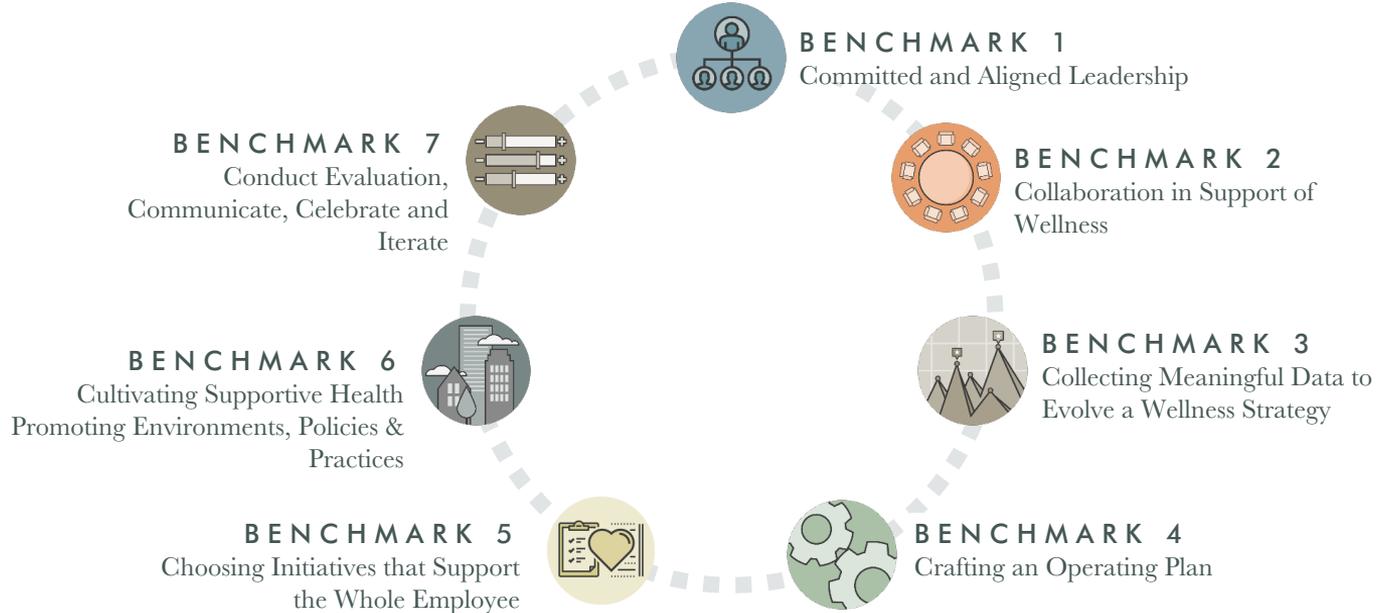
WELCOA'S VISION

To be a transformative force that improves the health and well being of all working people.

WELCOA'S MISSION

Recognize, educate, and provide tools and resources to improve behaviors, cultures, and the organizations we serve.

WELCOA's Evolved Seven Benchmarks



THE NEW SEVEN BENCHMARKS SPEAK TO THE FUTURE OF THE WORKPLACE

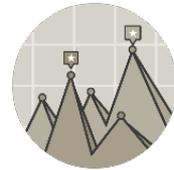
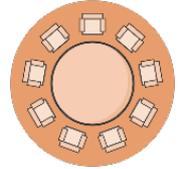
These Seven Benchmarks are inherent in companies that have built results-oriented workplace wellness programs. The structure helps organizations that are dedicated to the health of their employees—create a framework that is tailored toward their values, mission, vision and goals for wellness.

Helping you adopt a results-oriented approach...

A results-oriented approach ensures that programs and resources are deployed consistently across the organization and all proper stakeholders are included

Creating aligned, meaningful wellness initiatives means:

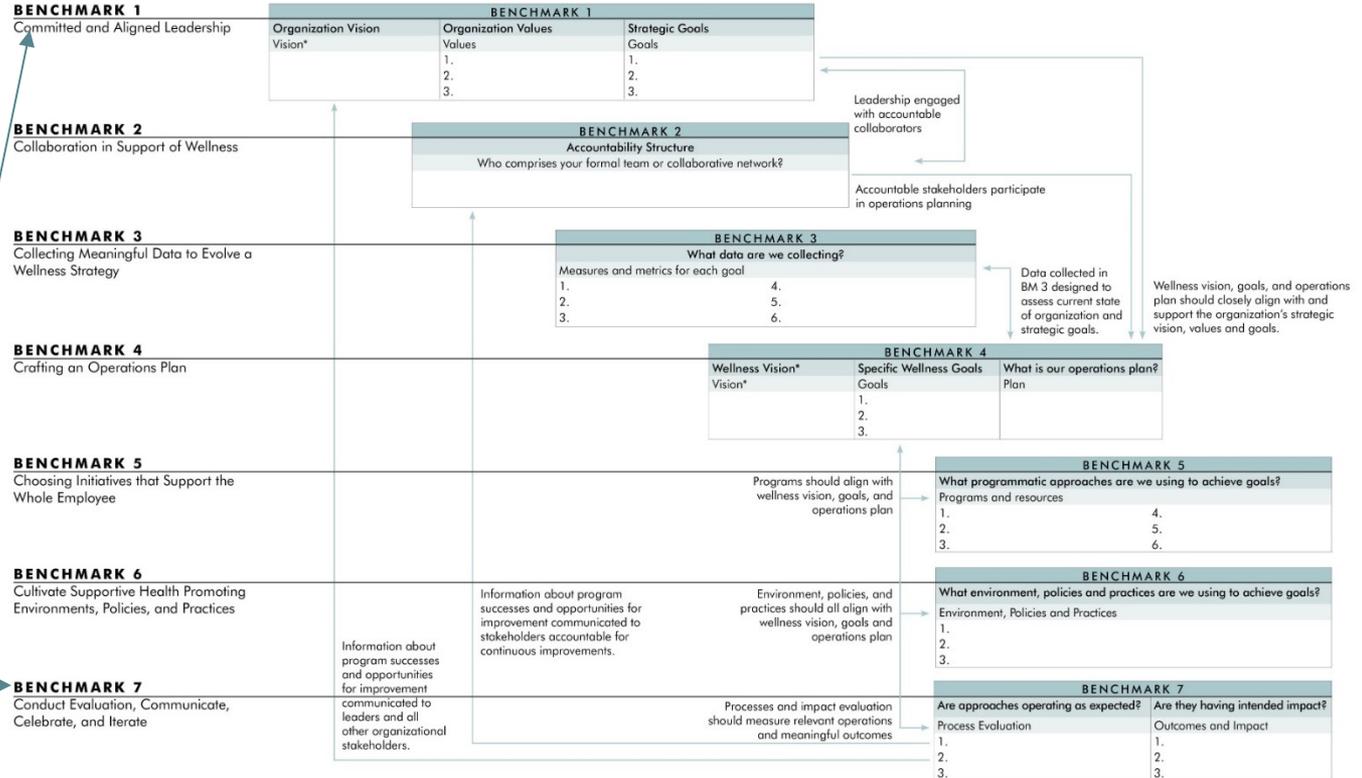
- **Benchmark 1:** Leadership understands the value of wellness to the organization
- **Benchmark 2:** Your program is protected from silos
- **Benchmark 3:** You understand the needs of your population and the success of your current program
- **Benchmark 4:** You have the ability to create a successful strategic plan



The Benchmark Logic Model

WELCOA's Seven Benchmarks approach is a logic model comprised of seven iterative steps that, when completed in an aligned way, will ensure that you will have a truly meaningful and successful wellness initiative design to achieve what you want it to achieve.

The logic model reflects the total benchmarks process that begins with strategic planning at the organization level (Benchmark 1) and iterates by measuring progress toward your organization's vision for employee wellness (Benchmark 7)



WELCOA's Definition of Individual Wellness



While we acknowledge the traditional markers of wellness that have driven our approaches to date, what actually contributes to individual wellness is much broader and more profound.

What is Wellness?

Wellness is the active pursuit to understand and fulfill your individual human needs—which allows you to reach a state where you are flourishing and able to realize your full potential in all aspects of life. Successful workplace wellness initiatives require supporting employees in fulfilling their needs in these seven areas.

MEMBER NEEDS WE ARE BUILDING FOR

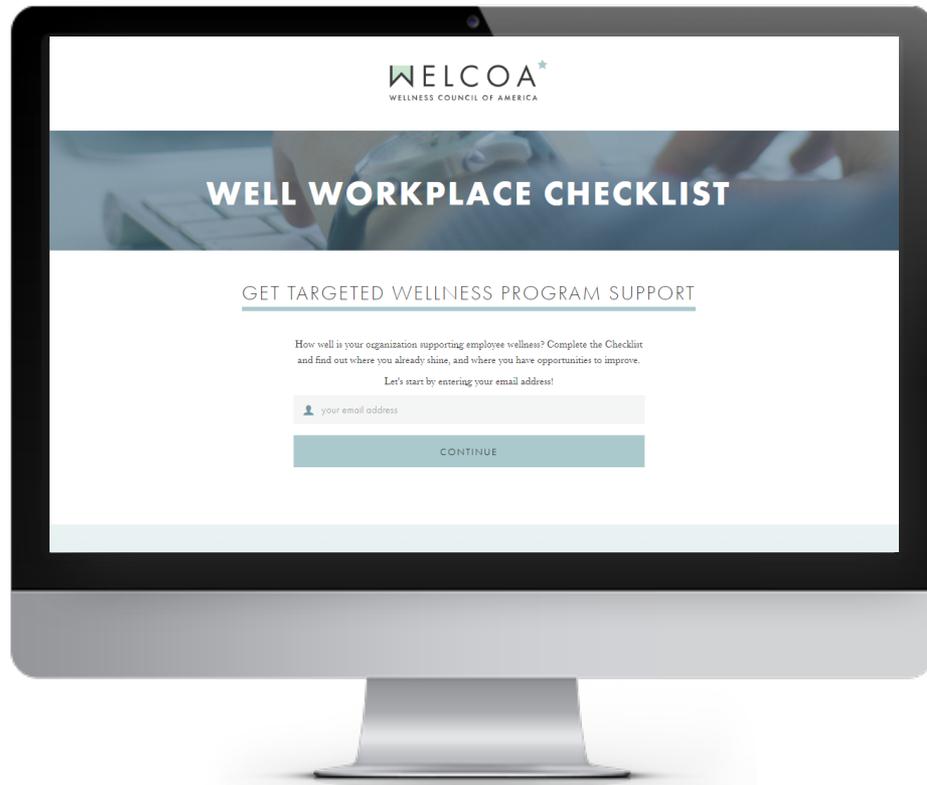
Well Workplace Checklist



The Well Workplace Process allows you to customize your journey from evaluation and education to validation and designation. WELCOA's proven method guides you through WELCOA's Well Workplace Checklist to evaluate your organization's wellness culture.

What is the Checklist?

The Well Workplace Checklist is a 150-question, interactive worksite wellness assessment that measures your organization's alignment with WELCOA's Seven Benchmarks for designing strategic initiatives and supportive climates for wellness.





Well Workplace Checklist

How Will Checklist Use My Data?

Even if it is your first time taking the Checklist, it is very important that you are prepared to provide accurate information about the current state of your wellness initiative. The Checklist report will help you measure year over year program improvements by providing trend analysis. Answering thoughtfully and honestly each time you take the Checklist will ensure that you will reap the full benefit of new Checklist reporting features.



Well Workplace Checklist

What Kinds of Questions Does the Checklist Ask?

Before taking the Checklist, take a moment to prepare by reviewing the kinds of questions you will be asked.

Benchmark 1: Committed and Aligned Leadership

1. Are your organization's vision and values aligned with employee wellness?
2. Do you have a wellness vision statement that is separate from your organization-level vision and values?
3. Is that wellness vision statement communicated to employees by leadership?
4. Is your organization's wellness strategy positioned as a way to achieve the larger vision of the organization?
5. In what ways is wellness built into standardized "non-wellness" management or leadership training?



Well Workplace Checklist

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Benchmark 2: Collaboration in Support of Wellness

1. Does your organization have an informal or formal structure for supporting employee wellness (formal wellness committee/team OR otherwise built into how you operate as an organization)?
2. What are the different job types in your organization and how are they included in your wellness strategy?
3. What business units are involved in your wellness strategy?
4. What voices (voice of employee, voice of internal & external stakeholders, etc.) are represented in your strategy?
5. Is leadership involved with accountable collaborators (wellness team)?
6. In what ways do your employees experience work and culture differently?



Well Workplace Checklist

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Benchmark 3: Collecting Meaningful Data to Evolve a Wellness Strategy

1. What kind of data do you collect to assess achievement of the organization's strategic goals?
2. What kinds of data you collect to address the following areas of employees' wellness in the current state?
 - Physical health
 - Emotional health
 - Mental health
 - Sense of meaning/purpose/personal values
 - Financial wellness
 - Perceived safety (physical and psychological)
 - Perceived ability to grow professionally within the organization



Well Workplace Checklist

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Benchmark 4: Creating an Operating Plan

1. Do you have a wellness initiative vision statement?
2. Do you have SMART goals for one year of planning to take steps toward achieving your vision?
3. Have you planned out specific initiatives to implement that will help you achieve your goals?
4. Do you have a formal operating plan in place for your wellness strategy including roles/responsibilities, timelines, budgets, and evaluation metrics?



Well Workplace Checklist

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Benchmark 5: Choosing Initiatives that Support the Whole Employee

1. What programmatic approaches are you using to achieve your goals?
2. Are the programs you roll out aligned with what your vision for wellness?
3. Do your programs support the whole employee across all aspects of wellness?
 - Physical health
 - Emotional health
 - Mental health
 - Sense of meaning/purpose/personal values
 - Financial wellness
 - Perceived safety (physical and psychological)



Well Workplace Checklist

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

1. How supportive are the organization's environment, policies & practices including:
 - The built environment?
 - Worksite and workstation conditions are designed to support more physical activity?
 - Access to healthy food?
 - Access to private spaces?
2. How supportive are your organization's employee benefits in fostering and promoting wellness?
3. What of the following wellness touchpoints are present in your organizational culture?
 - Communication systems that promote wellness
 - Traditions & symbols
 - Training that integrates health and wellness
 - Recognition programs and models for pro-wellness behaviors (vs. overwork, etc.)
4. What kinds of social atmosphere/opportunities for connectivity are present in your organization?
5. How does your organization incorporate sustainable and socially responsible business practices?



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Benchmark 7: Conduct Evaluation, Communicate, Celebrate, and Iterate

1. How do you measure the impact of your efforts to support wellness?
2. What kinds of data are you collecting to evaluate achievement of your program's goals?
3. In what ways do you communicate findings from your evaluation efforts?
4. How do your evaluation findings inform continuous improvement efforts in your organization?

BEGIN YOUR JOURNEY IN
WORKSITE WELLNESS WITH

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WELLNESS COUNCIL OF AMERICA

WELL WORKPLACE CHECKLIST

GET TARGETED WELLNESS PROGRAM SUPPORT

How well is your organization supporting employee wellness? Complete the Checklist and find out where you already shine, and where you have opportunities to improve.

Let's start by entering your email address!

CONTINUE