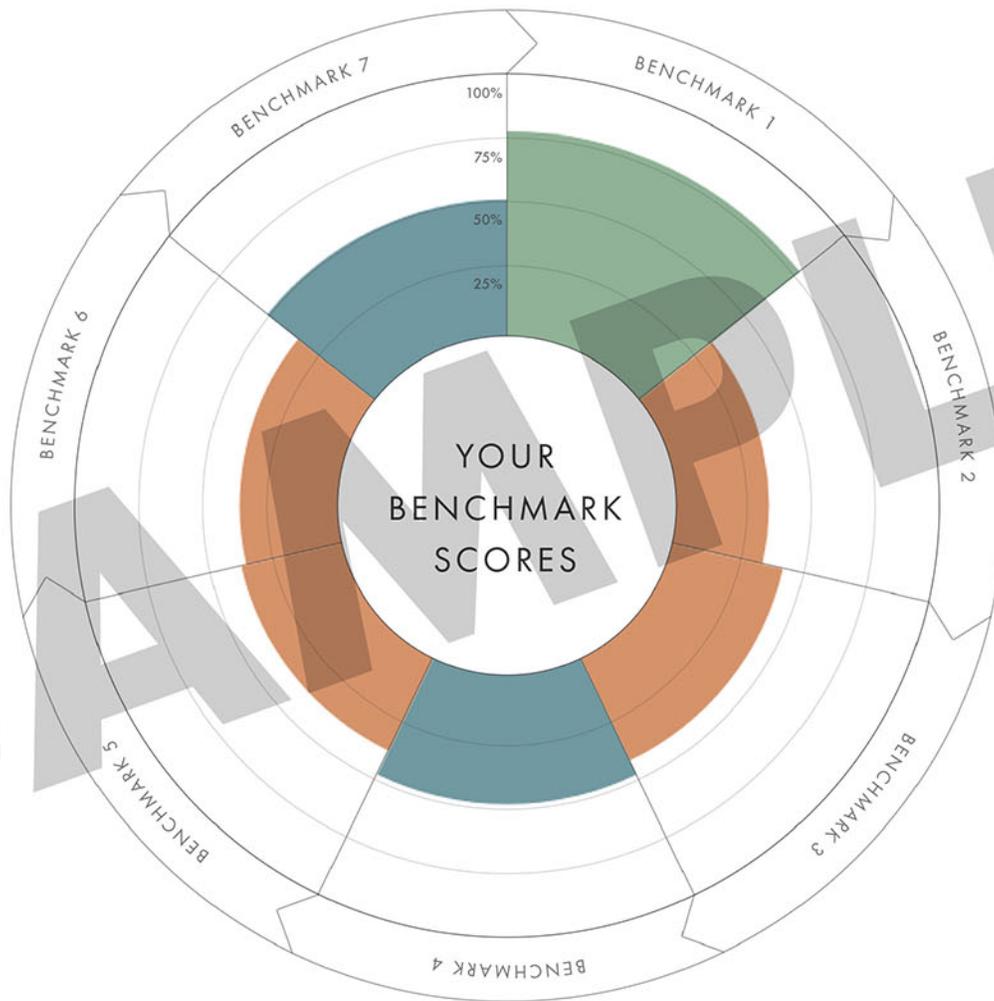


WELL WORKPLACE CHECKLIST
BENCHMARK REPORT RESULTS



COLOR KEY



BENCHMARK

YOUR SCORE

1 COMMITTED & ALIGNED LEADERSHIP

79

2 COLLABORATION & BROAD STAKEHOLDER ENGAGEMENT IN SUPPORT OF WELLNESS

36

3 COLLECTING DATA TO EVOLVE A HEALTHY & THRIVING WORK ENVIRONMENT & CULTURE

44

4 OPERATIONS PLANNING TO GUIDE APPROACH & ACHIEVE IMPACT

50

5 SUPPORT THE WHOLE EMPLOYEE WITH A BROAD APPROACH TO WELLNESS

40

6 FOSTER SUPPORTIVE HEALTH PROMOTING ENVIRONMENT, POLICIES & PRACTICES

38

7 EVALUATE, COMMUNICATE, CELEBRATE & ITERATE

53

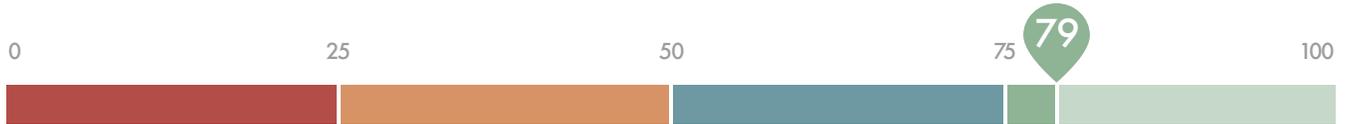


1

COMMITTED & ALIGNED LEADERSHIP

79

YOUR SCORE



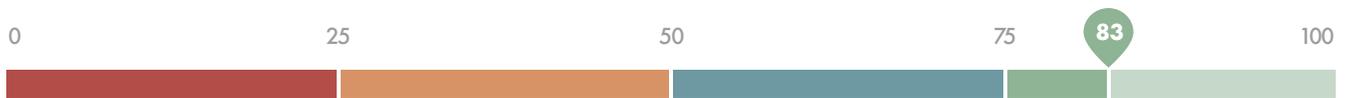
Alignment and support for wellness from leaders throughout the organization

SUBSCORES



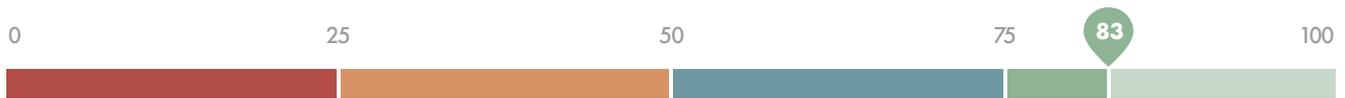
ORGANIZATIONAL COMMITMENT

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



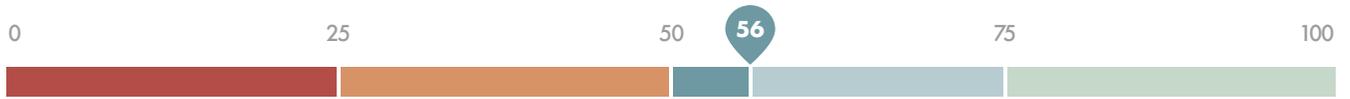
STRATEGIC PLANNING

▲ Executive engagement in strategic planning for wellness



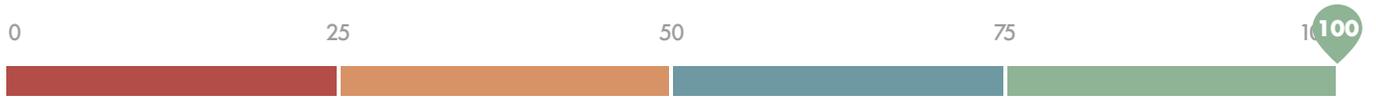
LEADER ALIGNMENT

▲ Leadership and manager alignment in support of employee wellness



LEADER ROLE MODELING

▲ Leadership and manager role-modeling of wellness



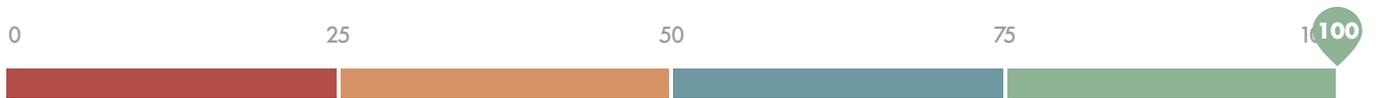
LEADER ACCOUNTABILITY

▲ 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

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 WELCOA's 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](#)

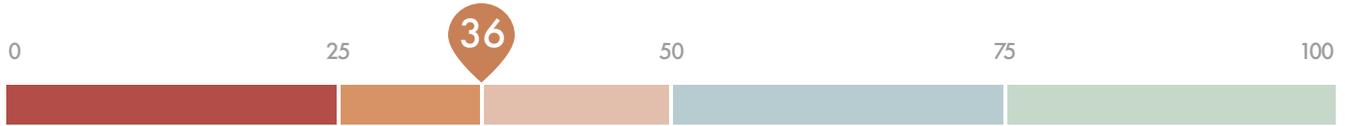


2

COLLABORATION & BROAD STAKEHOLDER ENGAGEMENT IN SUPPORT OF WELLNESS

36

YOUR SCORE



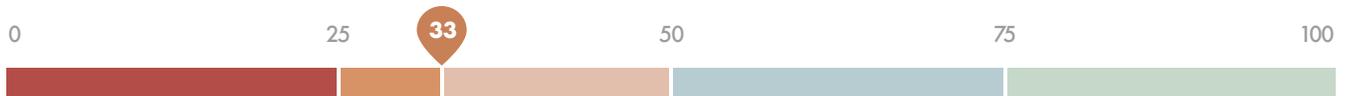
Collaboration, coordination, and networking throughout the organization in support of wellness

SUBSCORES



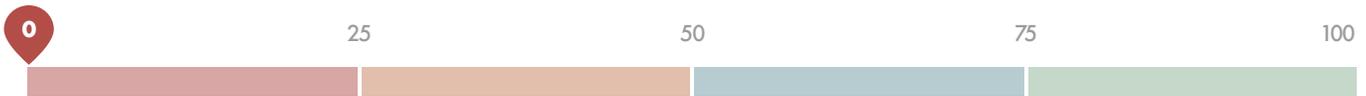
TEAM STRUCTURE

▲ Cross functional network or effective process for wellness accountability



COLLABORATION

▲ Collaboration and coordination in support of wellness efforts



GRASS ROOTS EFFORTS

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

0

25

50

75

100

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

COLLECTING DATA TO EVOLVE A HEALTHY & THRIVING WORK ENVIRONMENT & CULTURE

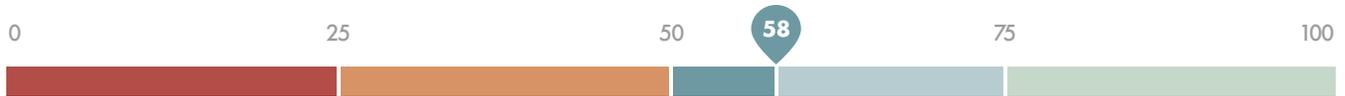
44

YOUR SCORE



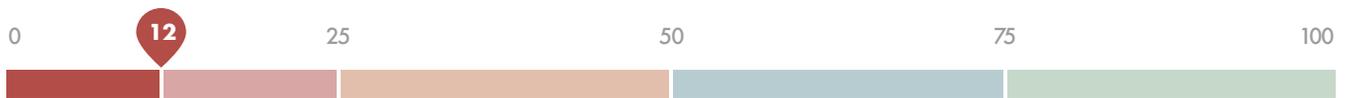
Collection of rich and meaningful data and information to drive relevant and effective wellness approaches

SUBSCORES



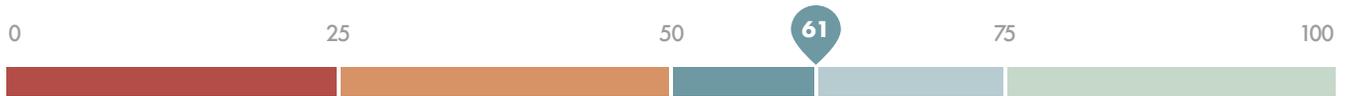
MEASURES THAT MATTER

▲ 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 WELCOA's 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](#)



4

OPERATIONS PLANNING TO GUIDE APPROACH & ACHIEVE IMPACT

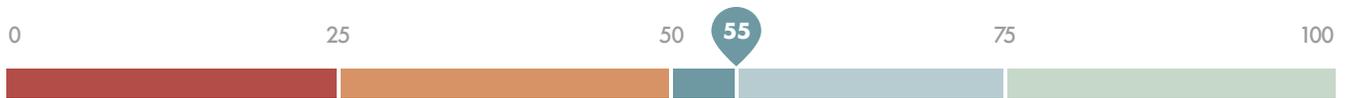
50

YOUR SCORE



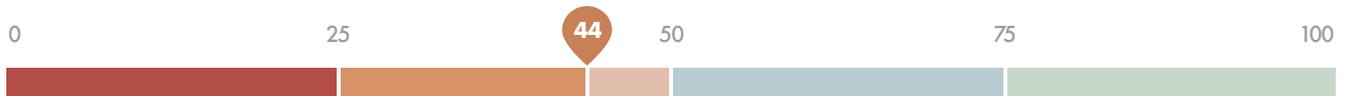
Collaborative, inclusive, and strategic planning to guide the design and continuous evolution of wellness programs, policies, and practices

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](#)

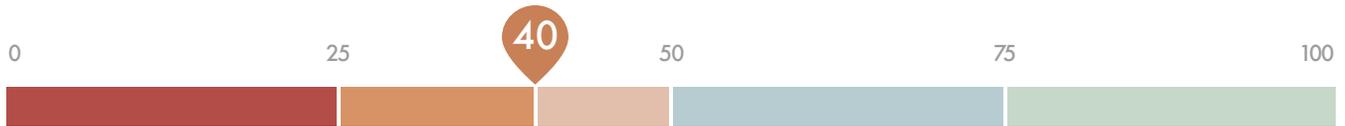


5

SUPPORT THE WHOLE EMPLOYEE WITH A BROAD APPROACH TO WELLNESS

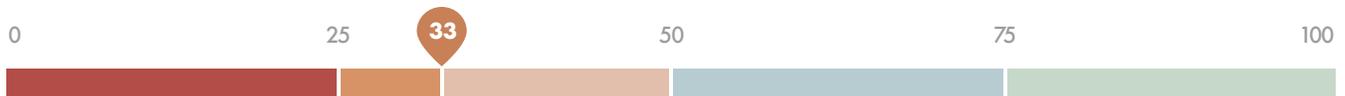
40

YOUR SCORE



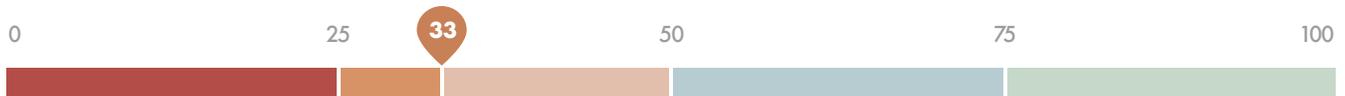
Comprehensive and compassionate initiatives that support employee autonomy and wellness

SUBSCORES



CARING APPROACH

▲ The purpose of our wellness approaches is grounded in caring



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](#)

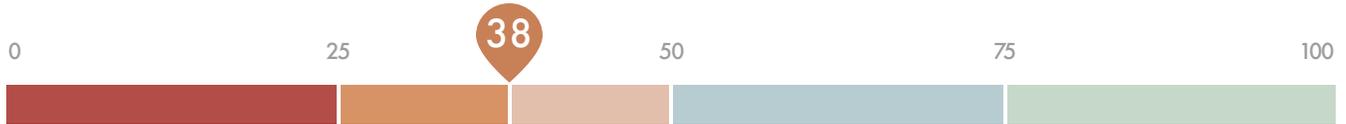


6

FOSTER SUPPORTIVE HEALTH PROMOTING ENVIRONMENT, POLICIES & PRACTICES

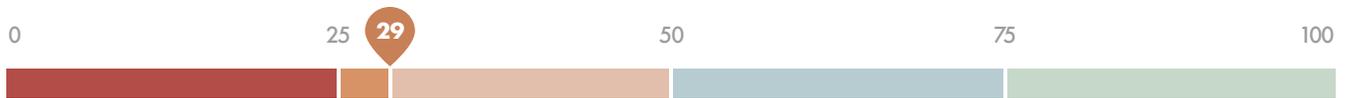
38

YOUR SCORE



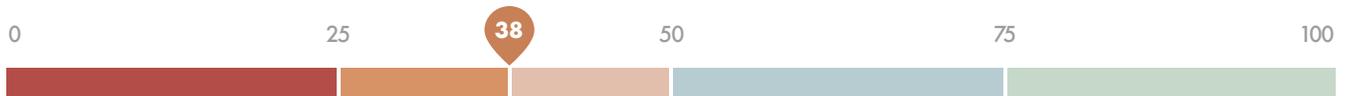
The embodiment of wellness in the work environment, policies, benefits, and practices

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



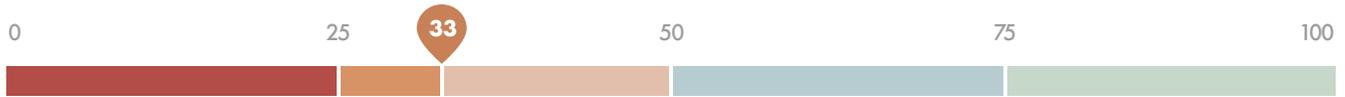
CULTURE TOUCHPOINTS

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



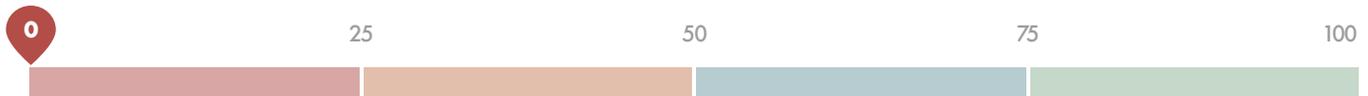
POLICIES AND PRACTICES

- ▲ 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

EVALUATE, COMMUNICATE, CELEBRATE & ITERATE

53

YOUR SCORE



Measuring and communicating about what matters in support of decision-making, momentum, and sustainability

SUBSCORES



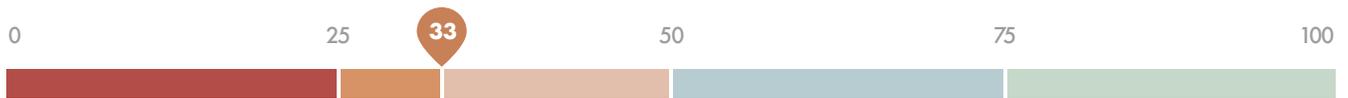
EVALUATION STRATEGY

▲ Comprehensive evaluation strategy



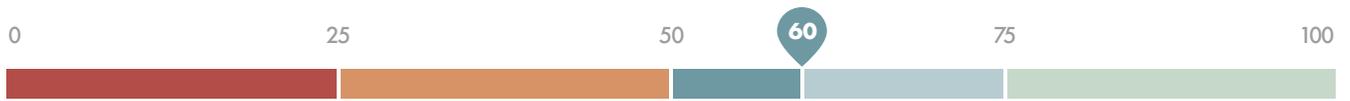
WORKFORCE OUTCOMES

▲ Meaningful outcomes reflect employee wellness



WORKPLACE OUTCOMES

▲ Meaningful outcomes reflect support for wellness in the workplace



QUALITY OF WELLNESS RESOURCES AND PROGRAMS

- ▲ Use of rigorous quantitative and qualitative evaluation methods



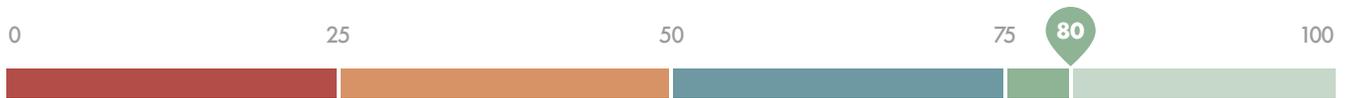
PROGRESS TOWARD VISION

- ▲ Progress toward company's vision for wellness



COMMUNICATION OF FINDINGS

- ▲ Communication of findings with all stakeholder groups



CONTINUOUS IMPROVEMENT

- ▲ Use of findings to improve our wellness approaches

BENCHMARK 7

RECOMMENDATIONS

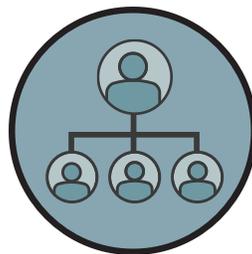
While Benchmark 3 involved collecting data to inform what interventions and resources you would need to employ to achieve your wellness goals, Benchmark 7 involves measuring the success of those interventions after implemented. The data you collect as part of the Benchmark 7 protocol should be generative. 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 7 Benchmarks Checklist! The subscales below represent the strongest scoring areas in your current approach to wellness.



BENCHMARK 1

COMMITTED & ALIGNED LEADERSHIP

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.

LEADER ACCOUNTABILITY

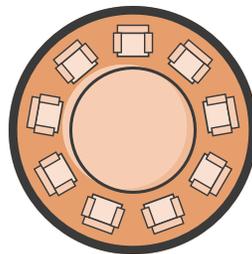
Leaders in your organization have strong accountability for employee wellness. Accountable leaders ensure the necessary resources and staffing are available and that employee wellness is reflected in the performance goals of leaders and managers.

STRATEGIC PLANNING

Support for employee wellness is clearly a strategic priority for your organization. Successful strategic planning has strong leader engagement, reflects input from employees, and considers the wellness of people within and beyond your organization.

LEADER ALIGNMENT

Leaders and managers in your organization are strongly aligned in support of employee wellness. Strong champions for wellness are authentic, open, and supportive of employees. They talk 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.



BENCHMARK 2

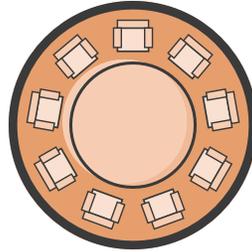
COLLABORATION & BROAD STAKEHOLDER ENGAGEMENT IN SUPPORT OF WELLNESS

TEAM STRUCTURE

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

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.

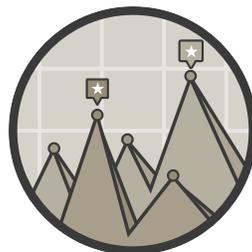


BENCHMARK 2

COLLABORATION & BROAD STAKEHOLDER ENGAGEMENT IN SUPPORT OF WELLNESS

GRASS ROOTS EFFORTS

Your organization could improve its support for locally designed grass-roots wellness efforts.



BENCHMARK 3

COLLECTING DATA TO EVOLVE A HEALTHY & THRIVING WORK ENVIRONMENT & CULTURE

MEANINGFUL WORKFORCE DATA

Your score indicates that you could collect more robust information about the wellness of your employees. You may want to consider gathering additional relevant information that can help you better understand the wellness needs and preferences of your employees.



BENCHMARK 5

SUPPORT THE WHOLE EMPLOYEE WITH A BROAD APPROACH TO WELLNESS

CARING APPROACH

Your organization could benefit from a stronger sense of genuine caring for its employees. You might consider a greater focus on helping employees develop a sense of purpose and meaning, and achieving their own personal wellness goals.



BENCHMARK 6

FOSTER SUPPORTIVE HEALTH PROMOTING ENVIRONMENT, POLICIES & PRACTICES

SOCIALLY RESPONSIBLE BUSINESS PRACTICES

Your organization could improve its support for employee involvement in the community through philanthropy.

WORK ENVIRONMENT

Your organization's worksite and workstation could be better aligned to support employee wellness. This could include worksite features that encourage healthy eating and physical activity, and promote connection, collaboration, creativity. Supportive workstation characteristics could include providing employees access to private spaces, healthy workstation ergonomics, limiting noise, and ensuring a comfortable temperature.

These recommendations are based on your highest and lowest subscale scores on the WELCOA 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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