**WELCOA**

**WELLNESS LEADERSHIP SURVEY**

1. **What position best describes your attitude toward health promotion?**
   - I am enthusiastic about health promotion and actively promote it at the workplace.
   - I am enthusiastic about health promotion, but do not actively contribute to our workplace health promotion effort.
   - I am neutral about whether or not we should have a health promotion program here.
   - I am opposed to health promotion, but I am not actively working to stop health promotion programs.
   - I am opposed to health promotion and I am doing what I can to stop health promotion programs at the workplace.

The following questions ask your opinion about management culture at your workplace. In “The Current Situation” column, fill in the circle that represents your level of agreement that the behavior is currently normal practice among managers and supervisors you work with. In “The Way You Would Like It To Be” column, fill in the circle that indicates your level of agreement that the behavior is desirable.

There are no right or wrong answers. Please select the answer that seems most accurate to you. Use the following scale.

<table>
<thead>
<tr>
<th>STRONGLY DISAGREE</th>
<th>DISAGREE</th>
<th>UNDECIDED/DON’T KNOW</th>
<th>AGREE</th>
<th>STRONGLY AGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

2. Be able to explain the overall vision and functions of the health promotion program.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

3. Recognize how supporting employee health supports the mission and purpose of the organization.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

4. Recognize both financial and human benefits of health promotion at the workplace.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

5. See to it that employees are kept informed about health promotion programs.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

6. Explain to new employees, to customers and to the public that the wellness program is an important benefit of the organizational culture.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

7. Suggest new wellness initiatives that would enhance the health promotion program.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

8. Model healthy lifestyle choices.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

9. Tell about past and current personal efforts to adopt healthier lifestyle practices.
   - STRONGLY AGREE
   - AGREE
   - UNDECIDED/DON’T KNOW
   - DISAGREE
   - STRONGLY DISAGREE

10. Participate in health promotion activities.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

11. Support participation in health promotion activities by allowing flexible work schedules.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

12. Participate in health promotion planning efforts.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

13. See to it that health promotion programs are of high quality.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

14. Set organizational health promotion goals.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

15. See to it that there is adequate financial and logistical support for wellness programs.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

16. Follow through on commitments made to the wellness initiative.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

17. Be open to discussing employee lifestyle improvement goals and plans.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

18. Stay informed about employee lifestyle improvement efforts.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

19. Recognize employees’ attempts to adopt healthier lifestyles.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

20. Track the benefits of health promotion programs.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

21. Celebrate employees’ lifestyle change successes.
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

22. Celebrate the achievement of organizational health goals (such as reduced absenteeism, disability claims, and accident rates).
    - STRONGLY AGREE
    - AGREE
    - UNDECIDED/DON’T KNOW
    - DISAGREE
    - STRONGLY DISAGREE

---

Online data entry, statistical analysis and recommendations based on Wellness Leadership Survey findings are available at www.healthyculture.com. For further information call (802) 862-8855.