

# Incentives Increase Participation

## ORGANIZATIONAL NEEDS

- A healthy, productive workforce
- A cost effective program that can identify health risks, recommend risk reduction interventions, educate, and help motivate employees to achieve optimum health
- Reduce risks and enhancing health, increase productivity and slow the rapid increase in healthcare costs
- Encourage all employees to take personal responsibility for good health and utilizing healthcare wisely to minimize costs
- Corporate wellness goals, specific and measurable

## RECOMMENDED WELLNESS PROGRAM COMPONENTS

- Annual health and lifestyle assessment
- Health results evaluation session (group workshop)
- Set of individual goals, action plan
- Referral of high-risk persons for needed care (e.g. high blood pressure, glucose levels, etc.)
- Opportunity for employee to participate in risk reduction interventions and health enhancement programs consistent with individual and corporate goals, such as blood pressure reduction, weight control, fitness, cholesterol reduction, and wellness campaigns
- Monthly tracking/accountability program to monitor progress toward goals, including: exercise logging, health events, health screening, self-study projects, and wellness challenges
- Annual health outcomes report showing changes in whole organizations

## Wellness Program Flow Chart

### 1. Health Assessment

- Health status
- Lifestyle factors
- Blood pressure, body fats, glucose tests
- Fitness tests (optional)



### 2. Results Evaluation Session

- Explain test results (group worksheet)
- Evaluate health risks
- Set personal goals, action plans
- Refer for follow-up as needed
- Enrollment into year-long wellness programs



### 3. Intervention Opportunities

- Risk reduction programs
- Health counseling/follow-up
- Health classes
- Self-study (WellAssured® Guides)
- Online Wellness Center™ an WellNotes® newsletter



### 4. Health Tracking

- Physical Activity
- Health events
- Weight, blood pressure, etc. retest
- Wellness challenges



### 5. Health Outcomes

- Participation rates
- Lifestyle changes (# of persons with high risks)
- Biometric changes (# of persons with high cholesterol)
- Health costs, productivity measures
- Ways to improve program

# Wellness Program Planning and Initiation

## 1. Health Assessment (Options)

### Recommended Assessments

- Personal Wellness Profile™ (PWP)  
(most comprehensive)
- HealthStyle Index™ (HSI)  
(more concise, simpler)

### Health Testing Session

- Contract with a local health provider
- Organize in-house testing yourself (see testing guidelines), and arrange for blood testing, blood pressures, etc. as needed (you may find volunteers to help)

### Processing Personal and Group Reports

- Processing of all reports by Wellsource
- Licensing software to process own reports
- Do assessments on-line

## 2. Evaluation Session (Options)

- Contract with Wellsource or arrange for a local health professional to conduct the group evaluation session (presentation Power Point slides are available)
- Provide personal evaluation sessions with individuals
- Refer high-risk persons for medical follow-up
- Enroll participants into yearlong wellness program

## 3. Intervention Opportunities

- Find risk reduction programs available in local communities (YMCA's, Weight Watchers, local hospital health programs, American Heart Association classes, etc.)
- Arrange for health classes, Eight Weeks to Wellness™, etc.
- Arrange health counseling of high-risk persons in person or by phone (optional)
- Provide access to self-study such as the WellAssured® Guides to Better Health (21 titles in series on key health topics such as blood pressure control, fitness, etc.)
- License the Wellsource Online Wellness Center™ for yearlong health promotion information and resource center in making lifestyle changes (how to guidelines)
- Monthly wellness newsletter by email
- Form a wellness committee to help plan and implement the wellness program

## 4. Health Tracking

Wellsource's Online Health Activity Tracker™ includes a system for:

- Setting priority wellness goals
- Promoting monthly health programs, events, wellness challenges, self-study projects
- Reporting physical activity
- Reporting participation in health events and programs
- Reporting progress on wellness goals
- Monthly participation reports
- System for offering incentives based on health improvement activity
- System for showing progress on biometrics (weight, cholesterol, BP etc.)

## 5. Outcomes Reports

- Health outcomes reports are provided by the PWP or HSI Assessment software assisting in changes in health practices, number of high-risk persons, changes in biometrics, etc.
- Program surveys for improving program offerings are also encouraged.

## Consulting Assistance

- Contact Wellsource staff for assistance as needed in planning, initiating, and maintaining an effective wellness program.
- Contract with other local health professionals or organizations for providing guidance as needed.