Getting Started With Wellness: A Primer of Online Assessment Tools

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If you are just getting started, you may not be ready to do an assessment of your wellness program. However, an assessment tool can be invaluable in guiding implementation efforts.

Assessment is just as important to developing a comprehensive wellness program as it is to an injury prevention program. Assessment tools guide implementation and help identify gaps. A variety of online tools are available at no charge to you. Some guide you through the process of integrating wellness with your occupational safety and health program and other people-centered efforts. This strategy is called health and productivity management, also known by NIOSH as Total Worker Health. Other tools presented here are focused more on traditional wellness. See if one of these tools is right for your company.

Wellness Leadership Survey
One of the simplest assessment tools is the Wellness Leadership Survey published by the Wellness Council of America (WELCOA). This one-page tool allows you to assess your current condition in the context of corporate wellness but also prompts thought about where your leadership would like your company to be going forward. This tool does not focus on linking wellness with safety. Click here for this tool.

CDC Worksite Health ScoreCard
This tool, released by CDC, was released in 2012 and is an assessment tool for employers to prevent heart disease, stroke and related health conditions. It is a comprehensive tool that addresses many areas of wellness program planning. This tool takes a systems approach. Although it mentions the importance of hazard control in the early paragraphs of the publication, it does not specifically address safety. This is a lengthy document full of helpful resources and tools. It includes templates for action planning and budgeting, as well as other resources. Click here for this tool.

Health Enhancement Research Organization Best Practice Scorecard
The Health Enhancement Research Organization Best Practice Scorecard is one of the better known assessment tools for health and productivity management. It was developed by the Health Enhancement Research Organization in collaboration with Mercer. The site has a library of research articles, as well as links to the comprehensive tool. Click here for this tool.

Health Management Initiative Assessment
This tool is embedded in two different documents, both of which were published by the Partners for Prevention through a cooperative agreement with CDC. These documents approach wellness from the health and productivity management perspective. The first document, Healthy Workforce 2010 and Beyond: An essential health promotion sourcebook for both large and small employers, is a complete implementation guide that helps the reader understand the link between wellness and injury prevention. The assessment tool is found on page 36. Leading by Example also contains the assessment tool, but this document is directed to an executive audience and can be a useful tool to explain the importance of a collaborative approach to wellness and injury prevention. Click here for this tool. To access these two documents as well as several others, click on the Worksite Health link under Business Health.

Some companies have used wellness awards as an assessment tool to guide implementation. Many such awards are available. A few are presented below.

American Heart Association Fit-Friendly Employer Award
The application process includes an assessment tool that can be used to guide implementation. Click here for more information on this award.

Institute for Health & Productivity Management Corporate Health & Productivity Management Awards
This award has three levels based on specific criteria. The applications are available in PDF format at no charge. Click here for more information on this award.
WELCOA Well Workplace Awards
WELCOA’s Well Workplace Awards recognize companies for fully embracing their responsibility for maximizing employee health and well-being. Companies can apply for one of four levels of award, depending on program maturity. Click here for more information on this award.

Healthiest Employer Awards
The Healthiest Employer Awards Program recognizes employers by evaluating responses to an online survey. The survey collects data across six key areas of wellness: culture and leadership commitment, foundational components, strategic planning, communication and marketing, programming and interventions, and reporting and analysis. Applicants are ranked by size. The assessment tool contains a weighted scoring system that compares your company against employers from your market across the country. There is a charge to obtain your results. Click here for more information on this award.

As with safety assessments, wellness program assessments are not a one-time activity. Repeat the assessment periodically to check and document your progress. Assessments take time up front but can help you develop and execute a high-quality, effective program.◊

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Upcoming Live Webinars (11:00 am-12:30 pm Central)
NFPA 654 (2013) on Combustible Dust Accumulated Outside of Equipment: How Much is Too Much? (April 17)
Risk Management Is More Than Safety (April 24)
Innovative Techniques for Safety in Confined Spaces (May 15)
90 Minutes to Safety Culture Excellence (June 5)
Social Media & Crisis Communications (July 24)
Zero-Incident Goals Create Risk-Taking Cultures: Learn to Measure What Matters (July 31)
Best Practices in Fatigue Management: Promoting Safety & Wellness for Shift Workers (September 18)

On-Demand Offerings
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