

Well onTargetSM

Wellness Readiness Assessment

Is your organization ready to implement a comprehensive wellness program?

Complete this *Wellness Readiness Assessment* by placing a check mark next to each condition that exists currently in your organization.

Add up the checks, and if your organization scores 15/20 or higher, this is a good indication of wellness readiness.

Readiness Criteria (Please check if this describes your current organization)

- The senior leadership, including CEO, is supportive of wellness within the organization and committed to improving the health of all employees.
- Wellness is considered an integral business strategy on par with other strategies that determine profitability/viability and ultimate success.
- Senior leadership models health behaviors and/or participates in wellness activities.
- The organization is prepared to commit financial resources and materials for health and wellness.
- The organization's mission and value statement refers to the role or importance of employees.
- The organization has a wellness program.
- The organization offers financial incentives to drive employee engagement in health and wellness.
- There is a wellness committee in place that drives wellness throughout the organization.
- There is one or more professional staff with direct responsibility for health and wellness at the organization.
- A Health and Wellness Inventory or Survey has been taken within the last year to determine the level of employee interest and perception of health and wellness in the organization.
- The organization tracks absenteeism, productivity, health benefit costs and similar "healthy workplace indicators."
- Senior leadership recognizes there is a productivity and absenteeism problem.
- Senior leadership recognizes there is a retention problem.
- The organization has programs in place that support work-life family balance.
- The organization is a tobacco-free environment with on-going enforcement measures and policies.
- The organization provides flex time for employees to engage in health and wellness activities.
- The organization has a percentage of population that works remotely.
- Engagement strategies exist that encourage all employees to participate in their own health and well-being.
- A well-established communication network exists that effectively provides information to all organizational levels.

___ **Total Checks**

What Readiness Means

The purpose of a change readiness assessment is to analyze the preparedness of the conditions, attitudes and resources, at all levels in an organization, needed for change to happen successfully. The greater the complexity of the proposed change, such as establishing a wellness culture, the greater the importance of understanding where there is readiness for change as this can be critical for deciding about both the entry points and the means of intervention.

Creating a wellness culture at the workplace requires considerable buy-in from top leadership that permeates throughout the organization. For a wellness program to be successful, having a clear understanding of the current environment is vital. Employee receptiveness will be dampened if early assessments reveal employees are not open or ready to engage and embrace wellness offerings. The transition to a wellness culture requires a well-designed strategic plan by an organization.

For additional information of wellness strategies and consulting, please contact your Account Executive.

Source(s):

Graham Lowe Group, *Creating Healthy Organizations*, 2012

Towers Watson National Business Group on Health *Pathway to Health and Productivity 2011/2012 Staying@Work Survey Report*
WELCOA: Wellness Councils of America, 2008, 2010, 2012