



➤ **Implementing Effective Workplace Wellness Programs**

1. Customizing Your Workplace Wellness Program

- a) Know your demographics and marketing strategy
 - i. Office Employees
 - ii. Field Workers
 - iii. Public Safety

2. Components of an Effective Wellness Program

- a) Assessing Individual Health
 - i. Health Risk Assessment
 - ii. Biometrics/Health Screening
- b) Wellness/Health Coaching
- c) Education
- d) Wellness Challenges
- e) Mitigating Disease Risks
 - i. Flu Shot
 - ii. Cancer Screening
 - iii. Smoking Cessation

3. Program Implementation

- a) Determine Goals
 - i. Needs assessment
- b) Attain stakeholder support
- c) Memorandums of Understanding (MOUs)/Culture
- d) Design the program
- e) Flexible
- f) Incentives
- g) Funding

4. Evaluating Program Impact

- a) Subjective Benefits
 - i. Improved morale
 - ii. Productivity
 - iii. Program Feedback/Survey
 - iv. Testimonials
- b) Objective Benefits
 - i. Health benefits
 - Claims Data
 - Medical Costs
 - Sick Days

5. Bringing it All Together