

Wellness Culture Assessment



Date:	Company:
	Location:

Saint Alphonus Corporate Wellness wants to support you in creating a strategic work environment that aligns your vision for employee health and leads to employee satisfaction, longevity, and improved health outcomes. To better assess your current state and develop a plan, the following is an assessment tool to evaluate and prioritize high impact strategies.

DIRECTIONS:

Complete the chart below, checking the appropriate “yes” or “no” boxes.

Table 1: Tobacco-Free Environment

Sub-Categories	Questions	Yes	No
Policy	Is there a written policy banning tobacco use at the worksite?		
	Is the policy enforced?		
Class promotion	Are tobacco cessation classes promoted annually?		
Cessation support	Is tobacco cessation counseling free or subsidized?		
	Is health insurance coverage provided with no or low out-of-pocket costs for FDA-approved over the counter nicotine replacement products?		
	Are employees informed about health insurance coverage or programs regarding tobacco cessation medication, state quit lines, and tobacco cessation counseling at least once a year?		
	Are incentives provided for being a nonuser of tobacco or for actively quitting?		
Total			

Comments on results:

For more information about how the Saint Alphonus Corporate Health & Well-being team can assist you with your employee wellness needs and interests, please contact us at:

- 1055 N Curtis Rd., Boise ID 83706
- sawellness@saintalphonus.org
- 208-367-6225



Table 2: Food Culture & Environment

Sub-Categories	Questions	Yes	No
Celebrations & Rewards	Is there a list of healthy alternatives for celebrations, recognition, and rewards provided onsite?		
	For celebrations, recognition, or rewards funded by the company, is there a policy requiring at least one healthy choice option?		
	Does leadership or management promote a healthy environment by providing healthy foods or non-foods for celebrations, recognition, or rewards?		
Vending	Are at least 50% of the food and beverage choices available in vending machines healthier food items?		
	Is the outside wrap on vending machines picturing a healthy item?		
On-site Food Service	Are healthy choices available on campus for daily consumption?		
	Are the healthy choices affordable?		
	Are there items encouraging healthy choices such as a punch card, marketing, or incentive, available in a prime location for use?		
Eating Environment	Are employees provided with a food preparation station and refrigeration?		
	Is there a dedicated place for employees to eat away from work stations?		
	Does leadership or management support employee time to eat away from work stations?		
Catering & Events	Do catering options include healthy choices?		
	Are healthy catering options the default at events?		
Total			

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Table 3: Physical Activities Opportunities

Sub-Categories	Questions	Yes	No
Walking Route	Is there an identified walking route available on-site?		
	Does leadership communication support walking on breaks?		
Commuting to Work	Is education provided on healthy options for commuting to work?		
	Are facilities provided for safe bike storage, shower options, and space for changing into work clothes that support alternative commuting?		
	Are incentives provided for alternative, eco-friendly commuting?		
Community Teams	Is the formation of community teams promoted for sporting events, and other healthy recreational activities?		
Access to Exercise Facility	Is an on-site exercise facility provided? If not, is the cost of an off-site exercise facility subsidized or discounted?		
Education/promotion	Are employees encouraged to use the stairs by signs posted at elevators, stairwell entrances/exits, and other key locations? (No stairs? Check yes.)		
Total			

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Table 4: Health Information & Communication

Sub-Categories	Questions	Yes	No
Health Information	Is there a specified health information station promoting available wellness programs, healthy food options, and health information updates?		
Communication and Resources	Does the culture <i>promote</i> self-care and work-life integration through flexible work schedules?		
	Are any educational seminars, workshops, or classes on healthy lifestyle behaviors provided?		
	Are the benefits of healthy lifestyle behaviors addressed through on-site brochures, videos, posters, pamphlets, newsletters, recipes, or other written and online information?		
	Is there communication on appropriate use of medical services for non-urgent medical conditions?		
	Is information posted regarding local Employee Assistance Programs, contact numbers, and counseling coverage?		
Health Station	Are blood pressure monitoring devices available with instructions for employees to conduct their own self-assessments and to take action steps outlined based on results?		
	Are there posters or flyers in the common areas of your worksite that identify the signs and symptoms of a heart attack and stroke and also convey that heart attacks and strokes are to be treated as emergencies?		
Total			

Comments on results:

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Table 5: Healthy Mind

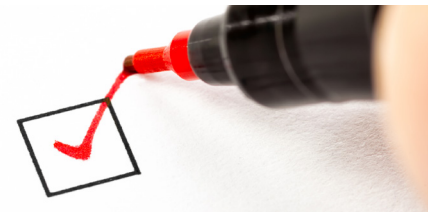
Sub-Categories	Questions	Yes	No
Support for Overall Well-Being	Does the culture <i>support</i> self-care and work-life integration through flexible work schedules?		
	Is work email use encouraged during work hours only with limited after hour emails?		
	Is use of vacation time encouraged?		
	Do employees and leaders have the flexibility to attend medical or counseling appointments during work hours?		
	Can employees participate in work-site Wellness activities during work time?		
EAP	Are Employee Assistance Program or counseling benefits provided to all employees?		
	Are there easily accessible resources explaining the yearly Employee Assistance Program benefits?		
	Are fliers present on depression, suicide, and help lines?		
Stress Reduction	Is there dedicated quiet space for stress reduction?		
	Are there tools for stress reduction on-site?		
	Do employees have access to Stress Reduction webinars or workshops?		
Total			

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DIRECTIONS:

Based on the results of the Wellness Culture Assessment and your answers above, utilize the following chart to evaluate your company's wellness culture.

Section	Section Total	Questions Total	Percent Calculated
Tobacco-Free Environment		7	
Supporting Health Food Environment		13	
Physical Activity Opportunities		8	
Health Information and Communication		8	
Healthy Mind		11	

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