



## Research and Identify Needs

# Research and Identify Needs

## Evaluating current metrics to establish the baseline:

- ▶ Attendance and absenteeism rates
- ▶ Quantifiable medical (claims) costs and information on employee conditions that are preventable and are increasing costs
- ▶ Employee satisfaction and retention rates
- ▶ Disability and workers' compensation costs

## Identifying your population's health risk factors:

- ▶ A confidential, online Personal Health Assessment (PHA) survey tool is often used to identify a population's modifiable health risks and behaviors.
- ▶ Survey results provide you with valuable information to target interventions.
- ▶ Find valuable tools and resources to help you plan, promote and implement an employee PHA campaign at [tuftshealthplan.com/destinationwellness](http://tuftshealthplan.com/destinationwellness).
- ▶ Tufts Health Plan's PHA tool takes 15-20 minutes to complete and is available to members free of charge in [mytuftshealthplan.com](http://mytuftshealthplan.com).

## Understanding employee needs and interests:

- ▶ An employee needs and interest survey is a low-cost way to gather information on what employees are interested in doing.
- ▶ Survey results serve as an informative tool when planning new programs and policies.
- ▶ Download an employee needs and interests survey template at [tuftshealthplan.com/destinationwellness](http://tuftshealthplan.com/destinationwellness).

## Identifying environmental barriers to wellness behavior change:

- ▶ Review your worksite for physical and other barriers that prevent employees from making healthy choices and attaining optimal health.
- ▶ Review current human resources and facility policies to assess whether or not they support wellness programming throughout the organization.
- ▶ Review health insurance coverage to determine if benefits should be adjusted to encourage compliance with healthy behavior.
- ▶ Consider subpopulations that may require special attention, i.e., the disabled, non-English speaking, shift workers, those who work in remote locations, those who may not have access to computers, etc.
- ▶ Download a comprehensive list of ideas to help your organization enhance a culture of health at [tuftshealthplan.com/momentum](http://tuftshealthplan.com/momentum).

Once gathered, the information collected during this phase can be used by your workplace wellness committee to design a meaningful program that meets your company's business goals and the interests of your employees. For more information about worksite wellness programming, contact your account manager.