

Creating a
Culture *of*
Wellness

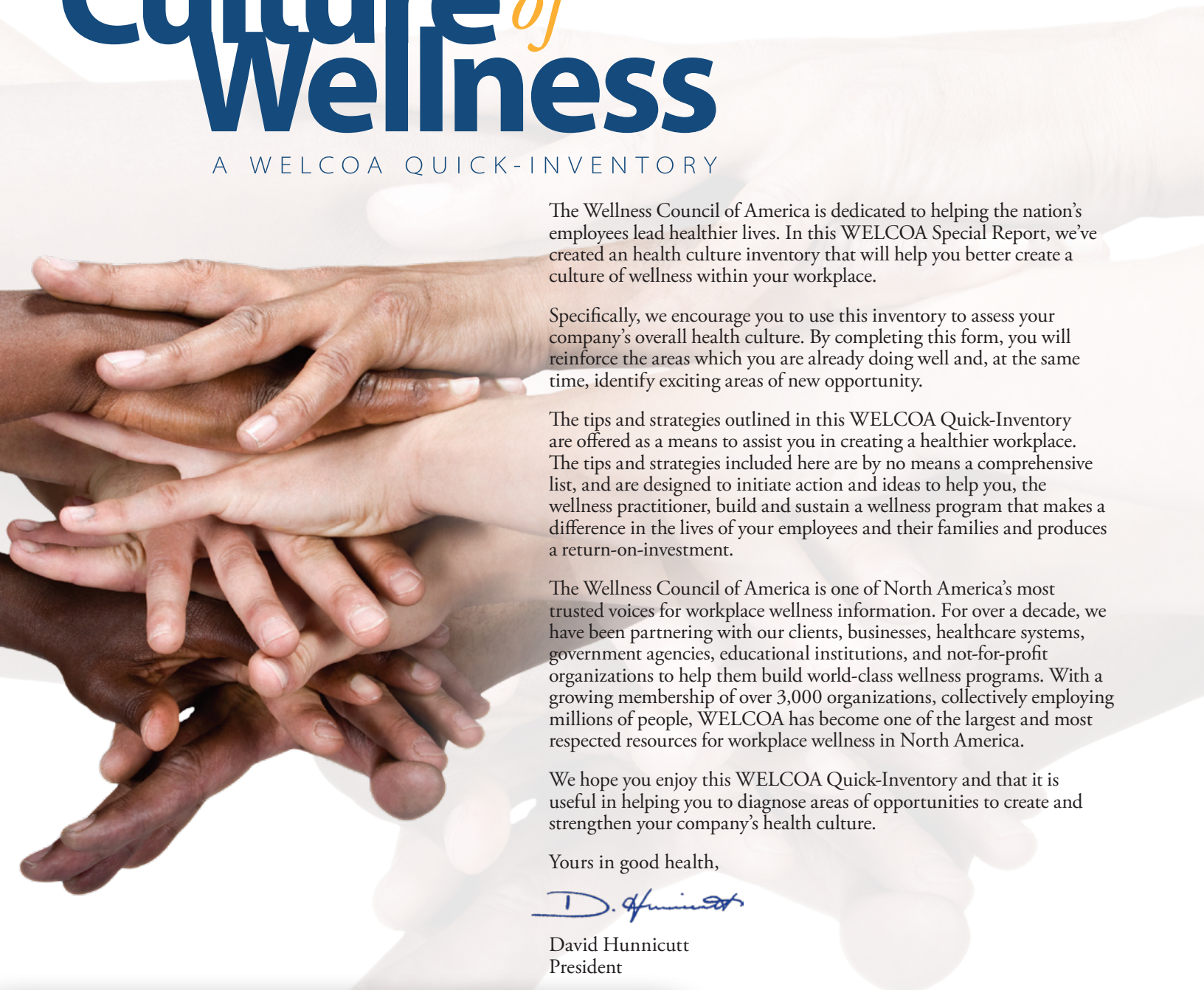
A WELCOA QUICK-INVENTORY





Creating a Culture of Wellness

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The Wellness Council of America is dedicated to helping the nation's employees lead healthier lives. In this WELCOA Special Report, we've created an health culture inventory that will help you better create a culture of wellness within your workplace.

Specifically, we encourage you to use this inventory to assess your company's overall health culture. By completing this form, you will reinforce the areas which you are already doing well and, at the same time, identify exciting areas of new opportunity.

The tips and strategies outlined in this WELCOA Quick-Inventory are offered as a means to assist you in creating a healthier workplace. The tips and strategies included here are by no means a comprehensive list, and are designed to initiate action and ideas to help you, the wellness practitioner, build and sustain a wellness program that makes a difference in the lives of your employees and their families and produces a return-on-investment.

The Wellness Council of America is one of North America's most trusted voices for workplace wellness information. For over a decade, we have been partnering with our clients, businesses, healthcare systems, government agencies, educational institutions, and not-for-profit organizations to help them build world-class wellness programs. With a growing membership of over 3,000 organizations, collectively employing millions of people, WELCOA has become one of the largest and most respected resources for workplace wellness in North America.

We hope you enjoy this WELCOA Quick-Inventory and that it is useful in helping you to diagnose areas of opportunities to create and strengthen your company's health culture.

Yours in good health,

David Hunnicutt
President

Well Workplace Awards Initiative

To advance an aggressive national worksite wellness agenda, WELCOA has developed the Well Workplace Awards initiative. The Well Workplace Awards initiative is driven by a rigorous set of criteria. Since its inception in 1991, over 1,000 corporations, healthcare systems, public agencies, and educational institutions—employing over two million people—have met those criteria and been recognized as some of America's Healthiest Companies. The Well Workplace Award recognizes organizations that have built successful results-oriented wellness programs as defined by WELCOA's Seven Benchmarks.



Physical Activity

Our organization (please check all that apply):

- Promotes community based fitness centers and walking trails
- Offers reimbursement for offsite physical fitness facilities
- Offers an onsite physical fitness facility
- Offers peer support groups, mentoring/coaching opportunities
- Provides signs that encourage exercise
- Provides our employees with pedometers
- Promotes community resources
- Provides our employees with an Internet/Intranet site that includes Physical Activity educational information



Tobacco Use

In addition to our tobacco policy, our organization also (check all that apply):

- Reimburses for tobacco cessation courses
- Prohibits the hiring of tobacco users
- Offers peer support groups, mentoring/coaching opportunities
- Promotes community resources
- Provides our employees with an Internet/Intranet site that includes Tobacco Use educational information

Absolute Advantage Online is WELCOA's workplace wellness magazine. Now presented in electronic format, *Absolute Advantage Online* is one of the nation's most widely-read workplace wellness publications.

Each issue of *Absolute Advantage Online* is unique in that it contains Feature Articles, Expert Interviews, Useful Tools, Great Resources, AND full-length Webinars conducted by some of the best and brightest minds in the country.

Developed as a key benefit of WELCOA Membership, *AAOnline* offers WELCOA Members timely and practical workplace wellness information.

Visit **absoluteadvantage.org** today!



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Nutrition/Weight Management

Our organization (check all that apply):

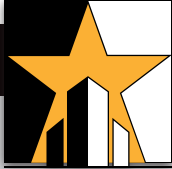
- Offers healthy food options in vending machines
- Offers healthy food options at all company meetings/functions
- Has an onsite cafeteria that offers health food options
- Offers peer support groups, mentoring/coaching opportunities
- Promotes community resources
- Provides our employees with an Internet/Intranet site that includes Nutrition/Weight Management educational information



Workstation/Ergonomics

Our organization (check all that apply):

- Provides our employees with information on ergonomic issues
- Ensures all workstations are ergonomically sound
- Monitors our facility's heating, lighting, and ventilation
- Incorporates stretch and fitness breaks throughout the day
- Utilizes community resources
- Provides our employees with an Internet/Intranet site that includes Workstation/Ergonomics educational information



ABOUT WELCOA

Based in Omaha, NE, the Wellness Council of America (WELCOA) was founded in 1987 as a national non-profit membership organization dedicated to promoting healthier life styles for all Americans, especially through health promotion initiatives at the worksite.

Working Well—Specifically, WELCOA focuses on building Well Workplaces—organizations that are dedicated to the health of their employees. The Well Workplace process provides business leaders and members with a structure or blue print to help their organizations build results-oriented wellness programs. Ultimately these programs help employees make better lifestyle choices, and positively impact the organization's bottom line. To date, over 700 companies have received the prestigious Well Workplace award.

Leading-Edge Wellness Information—In addition to helping organizations build structurally sound wellness programs, WELCOA serves as a national clearinghouse and information center on worksite wellness. WELCOA responds to thousands of requests for information and materials by publishing a number of source books, a monthly health and wellness newsletter, an extensive line of brochures, as well as conducting numerous training seminars.

Wellness Council of America [WELCOA]
9802 Nicholas Street, Suite 315 | Omaha, NE 68114
PH: (402) 827-3590 | FX: (402) 827-3594 | www.welcoa.org



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Alcohol/Drugs

In addition to our formal alcohol/drug policy, our organization (check all that apply):

- Offers peer support groups and mentoring opportunities
- Offers employee counseling for alcohol or drug related problems
- Requires a drug test prior to employment
- Promotes community resources
- Provides our employees with an Internet/ Intranet site that includes Alcohol/Drugs educational information



Stress Management

Our organization (check all that apply):

- Offers assistance to help employees address issues on stress management
- Offers peer support groups, mentoring/ coaching opportunities
- Offers "Well Days" off for our employees
- Provides our employees with an Internet/Intranet site that includes Stress Management educational information
- Offers employee counseling for other work/ family issues
- Promotes community resources



It takes much more than just educational opportunities to bring about desired and ongoing changes in personal health behaviors. A supportive environment plays a critical role in helping employees to adopt healthier behaviors.



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Organizational Benefits

Our organization offers the following benefit options (check all that apply):

- Health Insurance
- Disability
- Work at Home/Telecommuting
- Sick Leave/Well Days Off
- Leave of Absence
- Compensatory Time Off
- Vacation
- Flex Time
- Retirement/Investment Plan
- Maternal/Paternal Leave
- Family Leave
- Tuition Reimbursement
- Job Sharing
- EAP
- Dependent Care Flexible Spending Accounts
- Child Care
- Life Insurance
- Health Promotion Program Prepayment or Reimbursement
- Other _____



ABOUT **David Hunnicutt** PhD

Dr. David Hunnicutt is the President of the Wellness Council of America. As a leader in the field of health promotion, his vision has led to the creation of numerous publications designed to link health promotion objectives to business outcomes.



Organizational Policies

Our organization has the following policies established (check all that apply):

- Workplace Tobacco Policy
- Alcohol/Drug Policy
- Seatbelt Policy
- Safety/Emergency Procedures Policy



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