



take the stairs



get walking



stop smoking



brush & floss daily



eat fruits & veggies



ride a bike



turn the tv off



drink water



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WHY WELLNESS?

- Health care costs are rising
- Children and adults are overweight
- Preventable diseases are rising

One of the primary goals of the Sedgwick County Health Department is to educate and inform adults living in Sedgwick County about their risks for chronic diseases and how to prevent them.

Current statistics from the Centers for Disease Control and Prevention show that more than one-fourth of all Americans are obese. This is a number that has grown by almost 2% since 2005. In Kansas, 27.7 percent of residents were obese in 2007, up from 25.9 percent in 2006. In 2006, 28.5 percent of adults in Sedgwick County were obese and 35.9 percent were overweight -- meaning nearly two-thirds of all adults in Sedgwick County weigh more than they should.

Chronic diseases include those affecting the cardiovascular system (e.g., heart attacks, stroke, asthma, diabetes, and cancers). Often, chronic diseases are caused by choices made related to nutrition, physical activity, and tobacco use. Eating better, moving more and quitting tobacco can prevent the leading causes of death, suffering and health care costs. Healthy workplace environments support healthy behaviors. These can be created through a variety of activities: personal initiative, organized programs and even policy development in the workplace.

Employee Benefits:

- Weight reduction
- Improved physical fitness
- Increased stamina
- Lower levels of stress
- Improved well-being, self-image and self-esteem

The Sedgwick County Health Department offers the "Why Wellness?" toolkit as a first step for you to help lead changes for a comprehensive workplace wellness program. Using these resources, strategies and program ideas, along with your own creativity and working with others, you CAN "Take Charge of Your Health."

For more information about wellness programs or health services in our community, please contact the Sedgwick County Health Department at 660-7300 or email at health@sedgwick.gov.

Employer Benefits:

- Enhanced recruitment and retention of healthy employees
- Reduced healthcare costs
- Decreased rates of illness and injury
- Reduced rates of employee absenteeism
- Improved employee relations and morale
- Increased productivity



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WORKSITE WELLNESS SERVICES OFFERED BY THE HEALTH DEPARTMENT

Worksites are crucial to improving the health of their workers. Most adults spend more of their waking hours at work than anywhere else, making it a prime venue for promoting healthful habits. The worksite organizational culture and environment are powerful influences on behavior and this can be put to use as a means of assisting employees to adopt healthier lifestyles.

A U.S. Department of Health and Human Services report in 2002 revealed that at worksites with physical activity programs, employers have:

- Reduced healthcare costs by 20 to 55%
- Reduced short-term sick leave by 6-32%
- Increased productivity by 2-52%

In the following pages there are statistics that support worksite wellness programs by providing information regarding Return on Investment (ROI) from some of the most successful wellness programs from various companies.

Worksite wellness programs can help support healthy behaviors. Take advantage of these benefits in your organization. [Start a worksite wellness program now!](#)

The Sedgwick County Health Department offers Worksite Wellness programs with free technical assistance to get your business on the path to good health. Examples of our current programs include:

- Take Charge of Your Health Challenge: A 10-week program designed to motivate you to:
 - Eat 5 servings of fruits and vegetables daily; and
 - Exercise for at least 30 minutes/day

- Steppers Challenge: Tracking your steps daily can help ensure you get the recommended 30 minutes/day of physical activity. A sedentary person may only average 1,000 - 3,000 steps/day. The goal of this challenge is to increase peoples' steps to 10,000 per day. The Sedgwick County health Department will even provide your employees with free pedometers so they can set goals according to how much they currently walk. Although 10,000 may be too lofty as an initial goal for some folks, it is a good long-term goal.

- Stairwell to Better Health: At various times, we are all presented with the option of taking the stairs or the escalator/ elevator. Choosing the stairs is a quick way to add physical activity to your day, with added benefits:

- It requires little additional time
- It requires no wardrobe change
- You don't have to wait for the elevator.

Besides the challenges, the Health Department can also offer your worksite free lunch and learn presentations. Topics include:

- Physical Activity in Your Daily Life
- Guide to Healthy Eating Out
- Healthy Eating on a Budget
- Fad Diets and Healthy Eating
- Super Foods
- Tobacco and Addiction



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RETURN ON INVESTMENT

There is no doubt that Wellness programs reduce health costs for employers. Consider the following examples:

A review of 32 studies of corporate wellness programs found that after the programs were implemented:

- Hospital admissions declined by 62.5%
- Disability costs reduced by 34.4%
- Claims costs were reduced by 27.8%
- Incidence of injury declined by 24.8%
- Physician visits declined by 16.5%

Johnson & Johnson found an average annual savings of \$8.5 million during 4 years when 18,331 employees participated in a health and wellness program at work.

A separate study of the Johnson & Johnson employees showed reductions in:

- Tobacco use
- Sedentary lifestyle
- High blood pressure
- High cholesterol
- Low dietary fiber intake
- Poor motor vehicle safety practices

Another study showed that employees who utilized an employee fitness center gained both physical and psychological benefits:

- Physical fitness (86%)
- Stamina/endurance (84%)
- Energy level (83%)
- General health (80%)
- Controlling weight (76%)
- Stress management (76%)
- Healthy back (74%)
- Job satisfaction (70%)
- Attentiveness at work (70%)
- Managing cholesterol levels (68%)
- Work productivity (66%)
- Improved morale (64%)
- Work/life balance (63%)
- Keeping high blood pressure in check (62%)

Citibank's health management program reported an estimated return on investment of \$4.56 to \$4.73 saved per \$1 spent on the program (AJHP, Ozminowski, Goetzel et al., 1999).

Over 5 years, Blue Cross Blue Shield of Indiana realized a 250% return on its corporate fitness program investment, yielding a ROI of \$2.51 for every \$1.00 invested (AJHP, Kenneth R. Pelletier, March/April 1991).

Reference: Aurora Healthcare, 2005, <http://www.aurorahealthcare.org>



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PLANNING FOR A WORKSITE WELLNESS PROGRAM

Worksite wellness programs have evolved from fitness programs, to health promotion programs, to comprehensive wellness programs. In the past, the focus was physical fitness. Today the focus has expanded to include nutrition, mental health, and chronic disease prevention, as well as the workplace environment, policies, productivity, and others. Additionally, worksite wellness programs vary in workforce diversity, program scope, resources, and leadership support.

Before embarking on a worksite wellness program, refer to the Seven Benchmarks of America's Healthiest Companies developed by David Hunnicutt, President of Wellness Councils of America. These benchmarks can guide you in implementing a successful worksite wellness program:

- Capture Senior Level Support
- Create Cohesive Teams
- Collect Data
- Craft an Operating Plan
- Choose Appropriate Interventions
- Choose Creative Environments
- Carefully Evaluate Outcomes

For more resources from Wellness Councils of America, visit www.welcoa.org.



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NEEDS ASSESSMENT

A baseline needs assessment is the “market research” phase for a worksite wellness program. It is critical for employers who want a program to reflect employee needs and align with company objectives. It is important to involve employees in all activities related to worksite wellness designs. Needs assessment is a great place to begin that process. Include a diverse group of employees - from all levels of the organization, cultural and ethnic backgrounds, ages, and genders. Consider recruiting representatives from the following departments:

- Communications
- Employee benefits
- Facilities and operations
- Health and safety
- Human resources
- Labor unions
- Management
- Occupational health and safety
- Policy/Legal
- Security/Enforcement

Needs assessments can be conducted by the company or an external consultant. They can be very comprehensive or have a limited scope. Needs assessments can measure and identify the following:

- Employee needs and interests
- Current employee lifestyle behaviors
- Baseline data necessary for evaluation purposes
- Goals and objectives for your organization’s worksite wellness program
- The feasibility of implementing a worksite wellness programs in your workplace
- Support for worksite wellness programs at various levels of the organization
- How company policies or the workplace environment support or present obstacles to healthy lifestyles
- Features of the workplace environment that create obstacles to healthy lifestyles
- Cultural aspects of the organization that could impact program strategies
- Internal and external resources available for program planning and implementation
- Medical care costs
- Productivity costs
- Priorities for financial and other resources
- Practices that address specific diseases and conditions
- Practices that enable persons with disabilities or special needs to participate in health promotion



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EMPLOYEE INPUT

There are many ways to ask employees about their needs and interests, including through an information employee feedback box, wellness committees, or formalized surveys. The following pages will focus on three input tools: **Health Risk Appraisals, Employee Surveys and Wellness Committees.**

Health Risk Appraisals (HRAs)

“Health risk appraisal is a systematic approach to collecting information from individuals that identifies risk factors, provides individualized feedback, and links the person with at least one intervention to promote health, sustain function and/or prevent disease. A typical HRA instrument obtains information on demographic characteristics (e.g., sex, age), lifestyle (e.g., smoking, exercise, alcohol consumption, diet) personal medical history, and family medical history. In some cases, physiological data (e.g., height, weight, blood pressure, cholesterol levels) are also obtained,” Health Care Financing Administration.

What does your workplace want from an HRA?

Before selecting an HRA tool and implementing the appraisal among your employees, it is important to define objectives for doing so. Clearly-defined objectives can guide selection of an appropriate tool from the many commercially available HRAs, and help assure proper data collection and use. For example, an HRA specific to diabetes might be used as part of a health education or counseling program on lowering risks for diabetes, whereas a broader HRA tool would be required if an objective for implementing the HRA is to supply population data to guide the design of a comprehensive workforce health promotion program.

Why use an HRA?

Below are various reasons that employers might implement an HRA. It is possible that more than one of the following is relevant to your company’s goals.

A. Strategic Planning/Design of Workforce Health Promotion Program

Assessing collective risk factors of the population and segmenting the population by certain risk factors and conditions can help program planners target limited resources. Programs and incentives can be designed to address the modifiable health risks factors that are most prominent in the workforce. Further the wellness programs can help employees achieve goals specific to various risk levels (e.g., maintenance for those with low-risk, helping those at higher risk move into lower risk categories). HRAs can be part of the baseline data to inform program design and can be repeated periodically to measure progress.

B. Cardiovascular Screening for Physical Activity Program Participation

For safety and company risk-management purposes, employers with on-site fitness facilities sometimes require employees participate in an HRA or health screening prior to exercising at the fitness center.

C. Individual Health Awareness, Education and Intervention

D. Identifying of Individuals for Disease Management Services

A more recent development in HRA programs is an emphasis on individuals with chronic conditions or who are at risk for becoming high medical care utilizers. Through wellness programs and health benefit plans, some companies offer personalized disease management services to assist these employees in reducing health risks.

E. Guidance for Refining Health Plan Services

Population data resulting from an HRA can be used in combination with other data, such as health plan use, to help identify the need for targeted health plan services for preventive benefits, disease management, or other key services that an employer might choose to negotiate as strategies to decrease morbidity and sick care costs.



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EMPLOYEE INPUT - CONTINUED

Health Risk Assessments- Continued

Other important considerations for HRA implementation

Yes, in addition to selecting the right HRA tool to meet your company's objectives, HRA planners should be aware of the following:

Ethics – Examples of ethical aspects of HRAs are data security, confidentiality, and proper employee communications to explain individual results and the concept of risk.

Technical Features – Ask questions of the HRA vendor to determine if the HRA meets your specifications as defined by your objectives. Examples include basis of and date of last risk protocol update, report options for group data and participant reports, options for sending reports to employees' physicians, inclusion of biometrics and blood test data, features such as Stages of Change measurement, inclusion of individualized health education materials with participant reports, data that include tracking of HRA results over time, level of customization available, on-line capability, methods for preventing confidentiality breach, and features included in the base price and those that cost extra.

Mode of Administration – Choices include personal interview, telephone interview, paper-and-pencil tools (on-site or mail-in), and online completion. Implementation might be done by an internal health promotion staff or the employees' health plan.

Incentives for HRA Participation –

Employers that can and want to provide incentives must determine what type and level of incentives are appropriate to motivate HRA participation among their employees.

Type of Feedback – HRA products vary in the design of the feedback format and method (written reports, online reports, and instant kiosk-produced reports) so it is up to the planners to select the one most appropriate for their workforce.

Who Provides Participant Feedback? –

Deciding who will present HRA results to employees depends on the level of follow-up being provided. Options include health professionals, health educators, or specially-trained staff members.

Level of Follow-up – this will vary based on the stated HRA objectives: feedback only, feedback plus counseling, feedback plus health promotion programs, or referral for individual counseling of high-risk employees or those with existing chronic conditions.



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EMPLOYEE SURVEYS

An employee survey is used to collect specific information about worksite wellness needs and interests. Worksite wellness program planners may use employee surveys for the following reasons:

- To learn what health topics are on employees' minds and their perception of what should be included in your worksite wellness program.
- To get employee feedback on worksite wellness program topics that management believes is important for company strategy.

Tailor your survey to meet your needs. If you have access to aggregate data from a high-participation HRA, don't ask questions about health behaviors and risks in your employee survey. Likewise, if health risk appraisal information is absent or limited, design your survey to collect risk-related information.

Plan for an employee survey far in advance of administering it. Before collecting data from employees, obtain guidance from appropriate agency experts to help determine what approvals may be needed. For example, federal agencies are subject to Office of Management and Budget (OMB) regulations and OMB approval may be needed.

An example survey is provided in Appendix B, starting on page 14.



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WELLNESS COMMITTEES

Wellness Committees

Many companies establish an “Employee Wellness Committee” to provide guidance on all phases of a worksite wellness program and provide ongoing support for wellness program managers.

Wellness committees generally include representatives from multiple organizational levels, functional areas, and other groups so that diverse viewpoints can be included in program planning. You can use the committee formed during the needs assessment phase or expand this committee. Consider recruiting people in your organization that have responsibility for some aspect of employee health or well-being (e.g., human resources, employee benefits, occupational health and safety, the employee cafeteria, employee unions), as well as people responsible for environmental and policy changes (e.g., facilities and operations, legal department). Wellness committees also enable you to gain direct employee input on your program, so consider assuring at-large employee representation, including those with disabilities.

Typical responsibilities of Employee Wellness Committees include:

- Evaluating the current programs, services and policies that are available at your workplace
- Assessing employee needs and preferences
- Developing a health promotion operating plan, including a vision statement, goals, and objectives
- Assisting in implementing, monitoring, and evaluating wellness activities

The following steps were designed to give an example for starting a wellness committee within your own organization. For more detail, refer to the Appendix, page 12.

1. Identify Committee Members
2. Getting Started
3. First Meeting-Establishing the Committee
4. Second Meeting - Obtaining Employee Opinions
5. Third meeting- Developing an Action Plan
6. Fourth Meeting- Updating Program Progress
7. Fifth meeting- Updating program progress
8. Year End Meeting- Evaluating Committee Activities

Key items to Remember:

- In order to establish an effective worksite wellness committee, the committee members should plan to complete the steps listed in Appendix A, starting on page 12.
- A minimum of six meetings should be held within the time period of establishing a committee. The number of meetings may depend on survey results and findings by the worksite wellness committee.
- When creating the action plan, the committee should decide if an **incentive plan** will be used. Incentive programs attempt to provide motivation by offering external rewards for taking steps in the right direction. Rewards can range from recognition in an employee newsletter to merchandise awards to a wellness day off of work. A valued incentive for behavior change is discounted health insurance premiums.
- An action plan is critical to the guidance and success of program activities, the evaluation of those activities and reporting results to management.
- Committee members can rotate off and new employees can rotate on to wellness committees.



COST CALCULATORS AND ENVIRONMENTAL AUDITS

Often planners of worksite wellness programs are asked about costs of those programs—both costs of administering programs as well as the costs to the company for various conditions and behaviors those employees may have. This page provides planners of worksite wellness programs with calculators to help them estimate the costs of lifestyle factors as well as chronic conditions. This information that can be useful for baseline needs assessment and planning of targeted interventions.

Depression

The National Partnership for Workplace Mental Health introduced the “depression calculator,” an online tool that enables employers to estimate the costs and productivity savings they could reap if employees suffering from depression received effective treatment.
http://www.workplacementalhealth.org/employer_resources/business_case.aspx

Tobacco

Developed by the Center for Health Research (Kaiser Permanente Northwest) and America’s Health Insurance Plans, this Web-based Return on Investment Calculator estimates the impact of smoking cessation interventions for 1-5 years.
<http://www.businesscaseroi.org/roi/default.aspx>

Alcohol

The Alcohol Cost Calculator estimates the business impact of the continuum of alcohol problems (alcohol dependence, alcoholism, and alcohol abuse) on 11 sectors of U.S. industry and shows how alcohol-related problems generate avoidable health care costs and reduce workforce productivity.
<http://www.alcoholcostcalculator.org/>

Physical Inactivity

The physical Inactivity Cost Calculator is a Web based tool that uses a scientifically based formula to estimate the financial costs of physical inactivity for populations in the United States.
<http://www.ecu.edu/picostcalc/>

Physical work environments provide opportunities for employees to practice healthy behaviors, such as physical activity, or can discourage unhealthy behaviors, such as using tobacco products. Employers can assess how well their worksites enable employee health by using environmental audit tools to assess the physical features of the work place.

Features that may be audited include the availability of:

- Nutritious foods in vending machines and cafeterias
- Employee break rooms to store and prepare nutritious foods from home
- Tobacco - or smoke-free areas
- “Walkability” at work. This includes sidewalks between buildings and stairs within buildings
- Structures that support physical activity. Examples include fitness centers, shower facilities, multi-purpose paths, and bicycle racks.
- Lactation rooms for new mothers to continue breastfeeding after returning to work

The following are examples of environmental audit tools that can be used to assess your physical work environment. These examples are not meant to be comprehensive, but rather give workforce health promotion planners a place to start.

Checklist of Health Promotion Environments at Worksites (CHEW)

The CHEW is an observational measure of environments in and around work sites that may affect health behaviors. Links to the survey, administration procedures, and scoring methods are provided.

Introduction <http://www-rohan.sdsu.edu/faculty/sallis/chewcover.pdf>

Procedures <http://www-rohan.sdsu.edu/faculty/sallis/chewadminproc.pdf>

Survey <http://www-rohan.sdsu.edu/faculty/sallis/chew82595.pdf>

Scoring <http://www-rohan.sdsu.edu/faculty/sallis/chewscore1095.pdf>



TOBACCO-FREE WORKPLACE

Costs to Employers

The costs of employee tobacco use to the employer are significant. Direct costs to the employer include healthcare costs associated with tobacco use. Indirect costs include lost productivity, absenteeism and recruitment and retraining costs resulting from death and disability related to tobacco use.

Tobacco-free workplaces can enhance productivity in two ways: by reducing the effects of secondhand smoke (SHS) on nonsmokers and by reducing excess smoking-related absenteeism among smokers who are motivated to quit as a result of the tobacco-free policy. Especially for small businesses that have employees who handle a variety of tasks, productivity can be greatly increased by reduced absenteeism.

A smoker who quits could save employers an estimated \$960 in excess illness costs each year. Persons who quit smoking before age 65 are estimated to save 40 to 67% of lifetime medical costs.

Economic Impact of Tobacco Use in the Workplace

- Estimates of the annual excess illness costs per smoking employee are \$960.
- Smokers are absent from work 50 percent more often than nonsmokers, have twice as many on-the-job accidents, and are 50 percent more likely to be hospitalized than workers who do not smoke.
- Recognizing that employees of smoke-free companies overall may be healthier year-round, many insurers are inclined to give those companies a break on premiums. Some fire and casualty companies, for example, will cut premiums by 50 percent.

Benefits For the Employer:

- A tobacco-free environment helps create a safe and healthy workplace.
- Direct healthcare costs to the company may be reduced.
- It may be possible to negotiate lower health, life, and disability coverage as employee tobacco use is reduced.
- The risk of fires is lower.
- Managers are relieved when a process for dealing with tobacco use in the workplace is clearly defined.
- Absenteeism is lower due to smoking-related illnesses.
- Maintenance costs go down when smoke, matches and cigarette butts are eliminated in facilities.
- Office equipment, carpets, and furniture last longer.

For the Employee:

- A tobacco-free environment helps create a safe and healthy workplace
- A well-planned and carefully implemented effort by the employer to address the effects of tobacco use on the health of employees and their families shows the company cares.
- Workers bothered by second-hand smoke will not be exposed to it at the worksite.
- Smokers appreciate a clear company policy about smoking at work.

For more resources from Wellness Councils of America, visit www.welcoa.org.



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APPENDIX A

Steps for starting a wellness committee within your organization

Step 1: Identifying Committee Members

- Number of Committee Members- It is suggested that you have four to twelve committee members, although the maximum number of members may depend on the size of your worksite and the level of employee interest.
- Suggested Committee Members-Be sure to include committee members from human resources, information systems, all levels of management, administrative and support staff.
- Existing Committees- Be sure to check and see if you have any existing committees, such as a safety committee, and target those members for invitation.
- Supervisor Approval- All committee members need to have their immediate supervisors support the time and work they dedicate to the wellness committee.
- Work Plan Revision- Employees will need to revise their annual work plan to reflect the new duties of serving on the wellness committee.

Step 2: Getting Started

This is the most critical step you will take in the promotion of good health to all employees where you work.

- Scheduling the First Meeting - Be sure to select a time, date and place that is convenient for all committee members. Allow two hours for this initial meeting; this amount of time is essential for establishing an effective and organized worksite wellness committee.
- The next step will provide a purpose for Step 2.

Step 3: First Meeting- Establishing the Committee

- Overview and orientation of worksite wellness program.
- Identify worksite wellness committee chairperson and program coordinator.
- Select a name for the committee and write a mission statement.
- Develop a communication plan to announce the program/activities to employees.
- Introduce the concept of an action plan.
- Introduce an employee interest survey (see Appendix B, page 14 for an example).

Step 4: Second Meeting-Obtaining Employee Opinions

- Employee Interest Survey- This is a key document for engaging employees in the wellness activities selected for their worksite. Finding out their interests and needs will contribute to the overall success of the committee's work and the worksite wellness programs. The results of this survey will guide the committee's short-term goals for your action plan and the initial activities that will be introduced. For an example employee interest survey, see Appendix B, starting on page 14.
- Incentives and Work Time Consideration for Activities- These will vary from worksite to worksite and is one of the topic's that will need management's involvement.



APPENDIX A

Steps for starting a wellness committee within your organization- Continued

Step 5: Third Meeting- Developing an Action Plan

- Review the results from the Employee Interest Survey
- Identify short and long-term goals (based on Employee Interest Survey)
- Create and approve an action plan for your worksite wellness program
- Schedule your next meeting to check progress
- Develop a list of possible incentives (if incentives will be included in the wellness program.)
- The Committee Chair should determine what funding is available for incentives prior to the next meeting (if incentives will be included in the wellness program.)

Step 6: Fourth meeting-Updating Program Progress

- Assess progress in the adopted action plan
- Change or revise action plan if needed
- Determine if new or additional strategies and steps should be initiated
- Finalize incentive plan based on approved budget (if incentives will be included in the wellness program)
- Brainstorm promotion of incentive program (if incentives will be included in the wellness program)

Step 7: Fifth Meeting- Updating and Evaluating Program Progress

- Assess progress in the adopted action plan
- Change or revise action plan if needed
- Determine if new or additional strategies and steps should be initiated
- Decide on the overall worksite wellness programs evaluation plan

Step 8: Year End Meeting- Evaluating Overall Program

The process of program evaluation serves several purposes:

- Helps the committee stay focused on goals
- Provides information for decision-making
- Identifies areas where the design and delivery of activities may need improvement or change
- Increases the application of learning by participants
- Allows for program accountability
- Provides data on the major accomplishments of the program
- Identifies ways to improve overall worksite wellness program



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**APPENDIX B
EMPLOYEE INTEREST SURVEY**

Background Section:

1. How interested are you in worksite wellness?

| | | | | | |
|------------|---|---|---|--|------|
| Not at all | | | | | Very |
| 1 | 2 | 3 | 4 | | 5 |

2. Please indicate your preferences for receiving general health or health improvement information from your employer (Select all that apply.):

- A. Printed material mailed to home
- B. Email/web-based programs at work
- C. Printed material at work
- D. Seminars at work
- E. Other: _____

Your Health:

1. At the present time, which ONE of the following health issues are you most likely to work on to improve your health:

- A. Quit smoking or other tobacco products
- B. Eat healthier food
- C. Reduce stress
- D. Lose weight

2. Might any of the following barriers prevent you from successfully addressing your health issues? (Select all that apply.)

- A. Lack of available worksite programs
- B. Lack of support from family/friends
- C. Time constraints
- D. Lack of coworker/manager/supervisor support
- E. Cost of available health improvement programs
- f. Lack of personal motivation

3. Which of the following might prevent you from successfully quitting smoking or other tobacco products (check all that apply):

- A. No programs available in the worksite
- B. Lack of coworker/manager/supervisor support
- C. Cost of cessation programs
- D. Inability to participate in health improvement programs during work time
- E. Lack of personal motivation
- F. Other: _____

Environment/Leadership Support:

1. The leadership at my workplace supports the efforts of employees to improve their health.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

2. My co-workers support my efforts to improve my health.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



APPENDIX B EMPLOYEE INTEREST SURVEY—CONTINUED

3. Some employers actively participate in helping their employees' improve their health status, while others simply provide health insurance benefits. Do you feel your employer should actively participate in employees' health?

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

4. Many employers are attempting different approaches to improve the health of their employees. Which of the following strategies would you be interested in? (Select all that apply):

A. Provide wellness/fitness programs at worksite

B. Increase insurance premiums for individuals who do not take steps to improve their health

C. Increase the number of healthy foods in the cafeteria

D. Reimburse employees for the cost of participating in wellness/fitness programs in the community

E. Require all employees and their dependents to complete a Health Risk Assessment

F. Reduce unhealthy food options from cafeterias, vending machines and meetings

5. Indicate if your employer directly (or through their health plan) provides you with an opportunity to participate in each of the following health promotion and disease prevention programs or services. (Select all that apply.)

A. CPR training

B. How to quit tobacco

C. How to lose weight

D. How to reduce stress

E. How to manage chronic disease (e.g. Diabetes, Asthma, Heart Disease, and Depression).

G. How to be physically active

H. Annual exam/wellness visit with my doctor

I. How to control blood pressure

J. How to prevent a heart attack

K. How to control cholesterol

L. How to respond in case of an emergency at the workplace

M. How to eat healthier

N. Providing exercise/physical fitness facilities at the workplace

O. Providing health care screenings

P. Health coaching/counseling

Q. How to prevent a stroke



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APPENDIX B EMPLOYEE INTEREST SURVEY—CONTINUED

6. Individuals with unhealthy behaviors who choose not to participate in heart health improvement programs (e.g. smoking cessation or weight loss programs) should pay higher health insurance premiums.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

7. If individuals took a more active role in managing and improving their health (e.g., quit smoking or stop using other tobacco products, lose weight, eat healthier foods, exercise more often) then overall health care costs would be reduced.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

3. How many servings of fruits and vegetables do you eat on an average day?

- A. None
- B. 1-2
- C. 3-4
- D. 5-9
- E. 10 or more

4. How would you describe your weight?

- A. Very overweight
- B. Overweight
- C. Normal weight
- D. Underweight

5. Gender

- Female
- Male

6. Which age range best describes you?

- A. 18-25
- B. 26-34
- C. 35-44
- D. 45-54
- E. 55-64
- F. 65 and older

7. Please list any other comments you have regarding how your employer can improve the health of employees.

Demographics:

1. Do you currently smoke or use other tobacco products?

- Yes
- No

2. On how many of the past 7 days did you participate in at least 30 minutes of moderate physical activities (such as bike riding, swimming, raking leaves, house work)?

- A. Zero times a week
- B. 1-2 times a week
- C. 3-4 times a week
- D. 5-6 times a week
- E. Everyday

Thank you for your participation in this survey!

