

Six easy steps to a worksite wellness program

Step 1: Why have a worksite wellness program?

Read Step 1 for the benefits of an employee wellness program and the return on investment (ROI). The extent of your program will depend on resources, but you could implement some no-cost components of a wellness program tomorrow!

Step 2: How to get started

Step 2 is an overview of how to get started. Information in this step includes management buy-in and developing a company wellness committee.

Step 3: Assessing your worksite

Before you decide what programming to offer, you should do three things:

1. Use the assessment tool in Step 3 to assess your current worksite environment.
2. Learn more from your employees: A sample survey and links to health risk assessments (HRAs) can be found in Step 3.
3. Gather data that may be helpful in the decision-making process.

Step 4: Programming for my worksite

There are many activities that you could include in your program. Read Step 4 for a list of program components. The components have been split into low, medium and high resource needs. You can see what you might be able to quickly implement and what might take more time or be too expensive.

Step 5: Making decisions — where to focus your efforts

There are many components you could include in your program. See the tools in Step 5 to help you determine priorities and develop a plan to make them happen. Step 5 also describes how to define the goals and objectives of your wellness program.

Step 6: Evaluating my program: Is it doing any good?

An overview of what to evaluate in your program and how to do it can be found in Step 6, along with a sample evaluation tool. You will need to evaluate the program at some point, so consider some type of evaluation from the beginning.

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Why?	⇒ Starting Up	⇒ Assessing	⇒ Strategies	⇒ Making Decisions	⇒ Evaluation