



## **Development and Validity of a Workplace Health Promotion Best Practices Assessment**

While the HERO Health and Well-Being Best Practices Scorecard in Collaboration with Mercer® (HERO Scorecard) was initially developed as an educational tool for employers, it has been increasingly used for research to identify the best practices associated with superior workplace health and well-being (HWB) outcomes. To support the HERO Scorecard's use as a research instrument, this study explored the factor structure of the scorecard and examined the reliability and validity of a shorter version.

The study relied on formal statistical analyses on data collected from 845 organizations that completed the full version 4 of the US HERO Scorecard. The four final factors were grouped into the following categories of practices:

- Organizational and Leadership Support
- Incentives
- Program Integration
- Program Comprehensiveness

All four areas of practices were found to have a strong, statistically significant effect on Scorecard completers' perceived effectiveness of their workplace health and well-being initiatives. The condensed version of the HERO Scorecard has the potential to be a promising tool for future research on workplace HWB best practices.

This study was published in the January 2020 issue of the Journal of Occupational and Environmental Medicine.

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