

From: Scorecard@hero-health.org <noreply@qemailserver.com>

Subject: HERO Scorecard results for [Company name]

Thank you again for submitting the *HERO Health and Well-Being Best Practices Scorecard in Collaboration with Mercer*. Here are the scores for [Company name].

	Your Score	National average*	Max # of points
Section 1: Strategic Planning	xx	30	50
Section 2: Organizational & Cultural Support	xx	28	60
Section 3: Programs	xx	12	20
Section 4: Program Integration	xx	8	20
Section 5: Participation Strategies	xx	14	30
Section 6: Measurement & Evaluation	xx	12	20
Total Score	xx	104	200

*Based on 388 employers that completed the Scorecard through March 31, 2024.

Understanding your results

Your organization's score is an indication of how your health and well-being initiative compares to the inventory of expert-recommended best practices. Higher scores have been linked to [superior health risk and health care cost trends](#), and to [higher stock performance](#) for publicly traded companies. Generally speaking, higher scores mean your organization is implementing more recommended practices. Please note that while a score of 200 is theoretically possible, it is not likely nor even desirable for an employer to have every possible health and well-being program and strategy in place. The greatest value of the Scorecard is in providing an inventory of health and well-being best practices for consideration; your scores simply provide an indication of where you might find opportunities to enhance your initiatives. All scores are rounded to the nearest whole number.

It's recommended that you work with a HERO Scorecard Preferred Provider organization to help you interpret your results and develop a strategic plan for refinement and improvement of your health and well-being initiative. Preferred Provider organizations pay an annual license fee to gain access to special training, reporting resources, and benchmarking data that are not available to other organizations. If you are unsure if you have a relationship with a Preferred Provider organization, the current list of Preferred Provider organizations is available on the [HERO website](#).

But whether you are working with a Preferred Provider or on your own, the following five steps will help you understand your scores and use them to identify and implement specific practices for improving your health and well-being initiatives.

Step 1. Compare your section scores to the maximum points for each section.

How do your section scores compare to the maximum number of points available for each section?

Where are the biggest gaps? You may want to prioritize which areas to improve upon based on the sections with the greatest amount of potential points because HERO research indicates these sections are highly associated with better participation rates, population health improvements, and employee perceptions of organizational support.

If you completed version 4 of the HERO Scorecard in the past, your earlier score is not an ideal benchmark due to the significant differences in practices and scoring between version 4 and version 5. HERO recommends each organization repeat the HERO Scorecard annually, so your first completion of version 5 may be considered a new benchmark for future submissions.

Step 2. Review your submitted Scorecard responses to identify strengths and gaps.

Focusing on a single section of the Scorecard at a time, identify the strategies and practices that your organization has not implemented. Of course, you can disregard those practices that do not apply or are not relevant to your organization. Review the list of practices that remain and highlight the top 3-5 practices that are most feasible for your organization to implement in the next year or few years. If several different business units or geographic locations completed the HERO Scorecard, you may identify areas where there are greater inconsistencies across the organization. You may also identify areas of strength within your organization that can be leveraged to expand and optimize the initiative across the organization.

Step 3. Identify the practices associated with stronger effectiveness.

Each of the individual practices listed on the HERO Scorecard (the questions and their response options) is associated with a specific number of points, which were assigned by a panel of industry experts based on their relative importance to an effective health and well-being initiative. Practices associated with a higher number of points represent those with stronger evidence linking them to better program performance outcomes such as population-level health outcomes, workforce productivity, and financial impacts. Review the list of practices identified in step 2 and use the “Scoring breakdown by question” for the [US](#) version on the HERO website to prioritize those with the highest number of points.

Step 4. Review improvement opportunities with stakeholders.

By the end of step 3, you should have identified the specific strategies or practices that are the most relevant, feasible, and impactful for your organization to consider implementing. Look for areas of alignment between your health and well-being goals and broader organizational objectives. Consider who you might partner with to work on similar or aligned goals. Identify the top practices that emerged from your analysis and review them with stakeholders across your organization to identify those associated with positive feedback and indications of support. Stakeholder groups may include senior executive leaders, functional or department leaders with whom you will need to collaborate to implement a set of practices, external vendor suppliers, and the beneficiaries of your health and well-being initiative (employees and their families). If you have a wellness champion network or a wellness advisory council, consider getting their input on the best strategies to implement in the near-term. If you completed the HERO Scorecard for one segment of your organization, you may also want to work with peers in other locations or lines of business to identify initiatives that could be implemented organization wide, allowing you to pool resources or work more synergistically to drive consistent practices across the broader organization.

Step 5. Create a plan to implement and evaluate your efforts.

Once you have chosen the specific strategies and practices your organization would like to implement, you need to create a plan to implement and evaluate them. HERO has many resources available on its [website](#) to provide guidance to organizations in specific areas, as noted below. Every quarter HERO analyzes data from the HERO Scorecard database. Brief [commentaries](#) summarize the results and are available on the HERO Blog.

Special best practice scores

The best practice scores below were developed to help an organization assess their health and well-being initiatives in 4 key areas: Mental health and well-being; social determinants of health; diversity, equity and inclusion; and brain health. Each score is compiled from the workforce health and well-being practices assessed throughout the HERO Scorecard as they relate to each area. These scores are intended to be educational and to provide guidance to help organizations identify areas of focus to improve their health and well-being initiatives in these specific domains. In the future, HERO plans to conduct studies to validate these scores. Please refer to the HERO Scorecard [User's Guide](#) for more information on the best practice scores, including how they were developed and the list of HERO Scorecard items and responses that contribute to each score.

	Your Score	National average	Max # of points
Mental Health and Well-being	xx	44	100
Social Determinants of Health	xx	38	100
Diversity, Equity and Inclusion	xx	37	100
Brain Health	xx	45	100

Scorecard Section	Recommended HERO Resources
Strategic Planning	<ul style="list-style-type: none">Grossmeier J. Got strategy? Despite a link to outcomes, many employers lack a strategic plan for health and well-being. 2016 HERO Scorecard Progress Report, pages 33-35.
Organizational & Cultural Support	<ul style="list-style-type: none">The CEO Pledge, a social movement to make physical activity and healthy movement a cultural norm in workplace environmentsFive Important Elements for Building a Culture of HealthDefining a Culture of Health: Key Elements that Influence Employee Health and Well-BeingCulture of Health within the Workforce: Defining, Understanding the Evidence, and Recognizing the Opportunity to Learn More

	<ul style="list-style-type: none"> • Supporting a Culture of Health in the Workplace: A Review of Evidence-Based Elements • Employer Culture of Health Case Studies. HERO Resources webpage Category: Culture of Health Study Committee. • A Review of the Knowledge Base on a Healthy Worksite Culture
Programs	<ul style="list-style-type: none"> • Employee Mental Health and Well-Being: Emerging Best Practices and Case Study Examples • Biometric Health Screening for Employers: Consensus Statement • Social Determinants of Health: an Employer Priority • The Next Frontier in Meaningful Use of Wearables • Wearables in Wellness
Program Integration	<ul style="list-style-type: none"> • Exploration into the Business Priorities Related to Corporate Engagement in Community Health Improvement Partnerships • Corporate America and Community Health • Terry P. Successful Partnerships in Employee Wellness. WELCOA Interview
Participation Strategies	<ul style="list-style-type: none"> • Guidance for a Reasonably Designed, Employer-Sponsored Wellness Program Using Outcomes-based Incentives • Outcomes-Based Incentives: Joint Consensus Statement • A Consensus Response to EEOC-Proposed Regulations • Influence of Incentive Design and Organizational Characteristics on Participation and Health Outcomes
Measurement & Evaluation	<ul style="list-style-type: none"> • A Dashboard Approach to Measuring Value • HERO-PHA Measurement and Evaluation Guide • The Impact of Worksite Wellness in a Small Business Setting • Evaluation of a Best-Practice Worksite Wellness Program in a Small-Employer Setting Using Selected Well-Being Indices • Exploring the Value Proposition for Workforce Health

You will also find numerous quality resources on the following websites:

[American Heart Association Workplace Health Playbook](#)

[Centers for Disease Control and Prevention Workplace Health Resource Center](#)

You can refer to the HERO Scorecard itself for guidelines on measurement & evaluation (Section 6) and a set of metrics to use to measure outcomes.

For more information

You are receiving this e-mail because you recently completed the HERO Scorecard and provided an e-mail address for this response. If you have questions or concerns about this e-mail, please contact info@hero-health.org. We also welcome your reactions, comments, and suggestions for improving the Scorecard, as well as ideas for applications for the Scorecard.