



Supporting a Culture of Health in the Workplace: A Review of Evidence-Based Elements

This study identifies and evaluates the evidence base for culture of health elements identified by the HERO Culture of Health Study Committee Definitions Workgroup. Multiple databases were systematically searched to identify research studies published between 1990 and 2015 on 24 elements. Reviewed studies were limited to those conducted in a worksite setting and those that applied and evaluated one or more culture of health elements and also reporting one or more health or safety factors. Of the 1,023 identified articles, 10 research reviews and 95 standard research studies met inclusion criteria and were abstracted.

The majority of published studies evaluated in this review represented quantitative research studies (62), whereas fewer were qualitative (27), research reviews (10), or other study approaches. The three of the most frequently study elements were built environment (25), policies and procedures (28), and communications (27). Although all studies assessed a health or safety factor, not all of them reported a statistically significant outcome.

A considerable number of cross-sectional studies demonstrated significant and salient correlations between culture of health elements and the health and safety of employees, but more research is needed to examine causality.

This study was published online on May 28, 2018 and is available at the American Journal of Health Promotion website.

Citation: Flynn JP, Gascon G, Doyle S, Matson Koffman DM, Saringer C, Grossmeier J, Tivnan V, and Terry P. American Journal of Health Promotion. 2018; DOI: 10.1177/0890117118761887

[View article](#)