



# HERO HEALTH AND WELL-BEING BEST PRACTICES SCORECARD IN COLLABORATION WITH MERCER<sup>©</sup>

## OVERVIEW

- Free web-based tool available via the HERO [website](#)
- Designed to help employers, providers, and other stakeholders identify and learn about workplace health and well-being (HWB) best practices.
- Available in US and International versions in English, Spanish, and Portuguese
- More than 2,500 organizations have completed since 2009 launch of online Scorecard
- Subjected to validation studies aligning higher scores with better health risk trends, medical cost trends, and stock performance.
- New study links specific practices to higher participation rates, health impact, cost impact, and employee perceptions of organizational support (manuscript in review).

## SCORECARD PRACTICES

The practices in the HERO Scorecard sections represent the foundational components that support exemplary HWB programs. While no inventory of best practices will include all innovative approaches, the HERO Scorecard utilizes those most commonly recognized as drivers of successful programs among industry thought-leaders and in published research.

Scorecard Section	Maximum Points
Strategic Planning	20
Organizational & Cultural Support Programs	50
Program Integration	40
Participation Strategies	16
Measurement & Evaluation	50
	24
Total points	200

## AVAILABLE TOOLS AND RESOURCES

Infographic [HERO Scorecard by the Numbers](#)

Recent findings from ongoing analysis [Progress Report](#)

Editable PDF of Scorecard [US version](#) [International version](#)

Benchmarking reports [Healthcare](#) [Higher Education](#) [Manufacturing](#)

### SCORING TOOLS:

- [Average Best Practices Scores \(US version\)](#)
- [Average Best Practices Scores \(International\)](#)
- [Sample Report \(US version\)](#)

### UNDERSTANDING YOUR SCORE:

- [Sample Report \(International version\)](#)
- [Scoring Breakdown by Question \(US version\)](#)
- [Scoring Breakdown by Question \(International version\)](#)