



HERO HEALTH AND WELL-BEING BEST PRACTICES SCORECARD IN COLLABORATION WITH MERCER®

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 3,000 organizations have completed since 2009 launch of online Scorecard
- Subjected to validation studies aligning higher scores with better program participation rates, health risk trends, medical cost trends, employee perceptions of organizational support, and organizational financial performance.

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	50
Organizational & Cultural Support	60
Programs	20
Program Integration	20
Participation Strategies	30
Measurement & Evaluation	20
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](#)

UNDERSTANDING YOUR SCORE:

- [Average Best Practices Scores \(US version\)](#) – will become available once sufficient data collected from V5
- [Average Best Practices Scores \(International\)](#)
- [Sample Report \(US version\)](#)
- [Sample Report \(International version\)](#)
- [Scoring Breakdown by Question \(US version\)](#)
- [Scoring Breakdown by Question \(International version\)](#)