HERO Webinar Series Presents
Meeting the Needs of Subcultures

January 17, 2018 – 12pm Central

With Guests
Judd Allen, PhD, Human Resources Institute
Mary Marzec, PhD, Redbrick Health
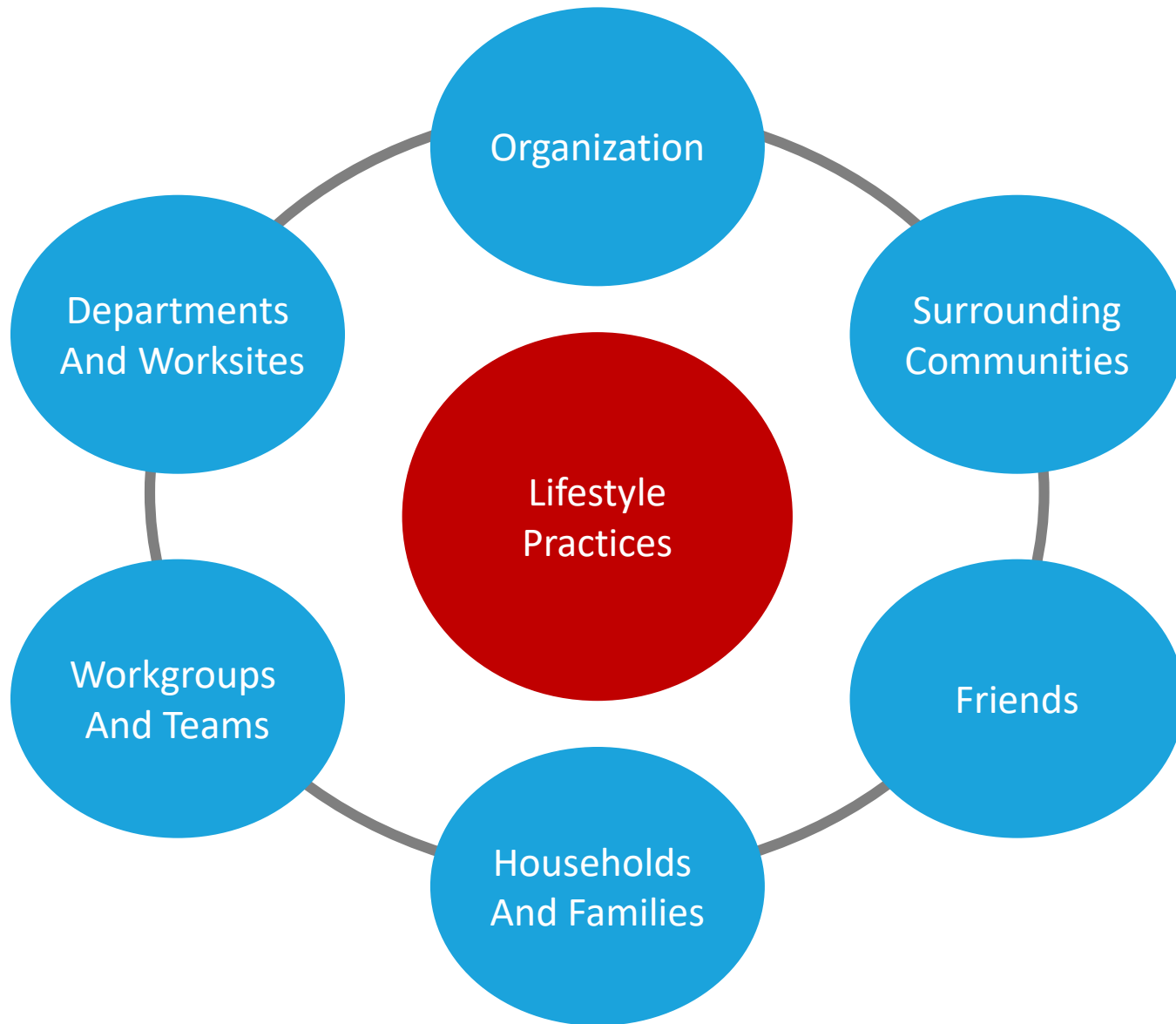Richard Safeer, MD, Johns Hopkins Medicine

Hosted by Paul Terry, PhD, HERO
Jessica Grossmeier, PhD, HERO

Subcultures

Imagine swimming in a river.
Are you swimming upstream? How hard do you have to "swim" to be healthy?

Like the current in a river, workplace culture can either support people in their health and wellbeing or work against them.

Location specific and regional differences*

BMI consistent with supportive culture. Tobacco use correlates with regional norms

SCORES	Location 1	Location 2	Location 3	Location 4	Location 5	Location 6
Overall Culture Score	71	67	62	59	58	60
Leadership	70	67	60	58	57	59
Policies	76	74	66	64	62	64
Programs and Environment	63	63	59	56	55	54
Manager Support	74	71	64	61	65	62
Peer Support	73	68	67	62	62	64
Mood	70	61	55	55	47	55
Work Engagement	77	74	68	70	64	64
Percent BMI ≤ 24.9	34%	21%	20%	20%	16%	15%
Tobacco Use	5%	22%	27%	28%	8%	16%

*Culture Check and Compass® health assessment data from large manufacturing employer with multiple US locations
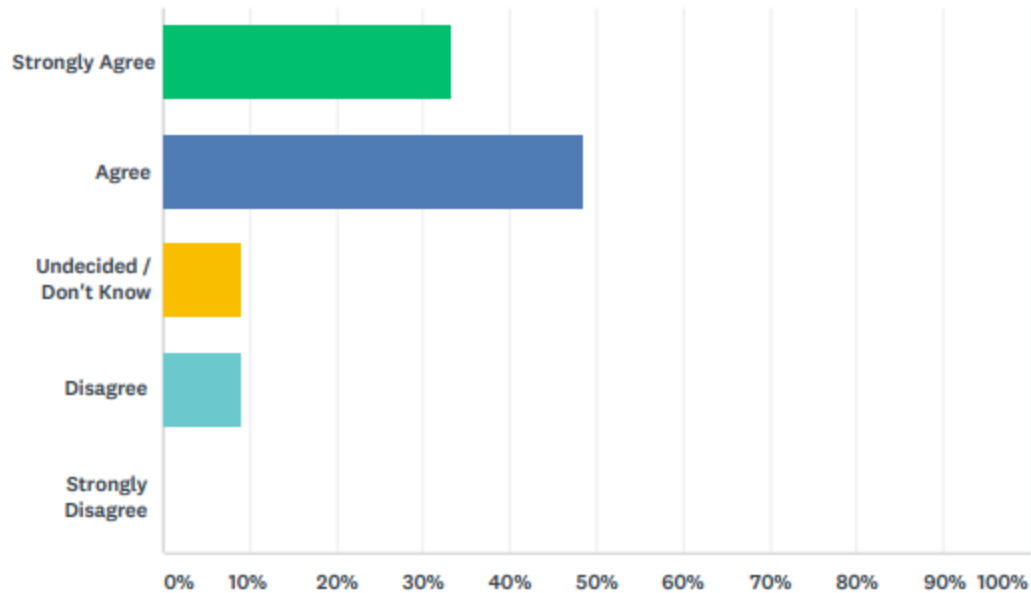
Poll Question 1

Our program accommodates different workers responsibilities (such as accommodating different shifts, variations in the flexibility of work schedules, and/or sedentary jobs versus active jobs).

- Yes, we've adopted approaches to meet sub-population needs
- We know it's an issue and are working on approaches
- We've been more focused on general population needs
- No, this is not an issue in our organization

Q1 Please indicate your level of agreement that the following statement is true for your organization: Our program accommodates different worker responsibilities (such as accommodating different work shifts, variations in the flexibility of job schedules, or sedentary jobs versus active jobs).

Answered: 33   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly Agree	33.33%	11
Agree	48.48%	16
Undecided / Don't Know	9.09%	3
Disagree	9.09%	3
Strongly Disagree	0.00%	0
TOTAL		33

Poll Question 1a

Answer using the **Question Box**:

Please offer a favorite example of how you accommodate different worker responsibilities (shift, flex, heavy laborers).

Q2 Please describe how your organization had adopted this approach and/or share your thoughts about the viability of this approach.
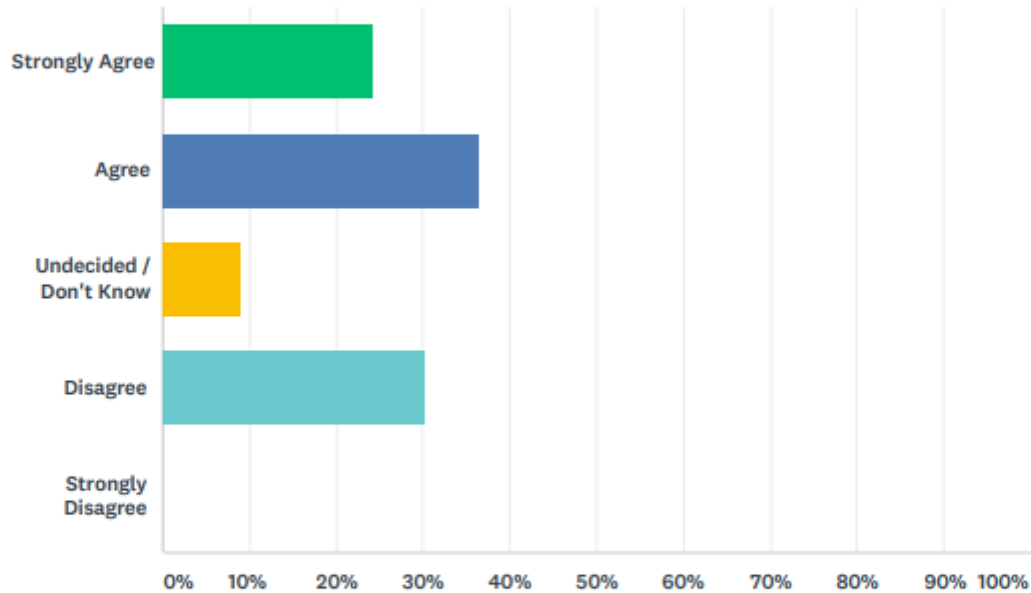
Poll Question 2

We have wellness initiatives that accommodate those working remotely or in small workgroups (such as offering wellness buddy programs, household/family programs, online group challenges, and/or programs that encourage utilization of community wellness resources).

- Yes, we've have wellness programs for different work situations
- We know it's an issue and are working on approaches that would be most helpful
- We've been more focused on general population needs
- This is not an issue in our organization

Q3 Please indicate your level of agreement that the following statement is true for your organization:We have wellness initiatives that accommodate those working remotely or in small workgroups (such as offering wellness buddy programs, household/family programs, online group challenges, or programs that encourage utilization of community wellness resources).

Answered: 33   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly Agree	24.24%	8
Agree	36.36%	12
Undecided / Don't Know	9.09%	3
Disagree	30.30%	10
Strongly Disagree	0.00%	0
TOTAL		33

Poll Question 2a

Answer using the **Question Box**:

Please offer a favorite example of how you have accommodated remote workers or small workgroups

Q4 Please describe how your organization has adopted this approach and/or share your thoughts about the viability of this approach.

Family Mobile Remote Company Wellness Able
Programs Individuals Challenges Phone
Encourage Social

Poll Question 3

Workgroups are encouraged to set their own wellness goals in addition to the wellness goals set for the entire organization.

- Yes, we have organizational and workgroup wellness goals
- We have organizational wellness goals, but do not address workgroups
- We have not thought of encouraging workgroup goals
- We have a wellness initiative, but neither organizational or workgroup goals
- We are contemplating wellness at our organization, have not put anything in place

Q5 Please indicate your level of agreement that the following statement is true for your organization:Workgroups are encouraged to set their own wellness goals in addition to the wellness goals set for the entire organization.

Answered: 33   Skipped: 0
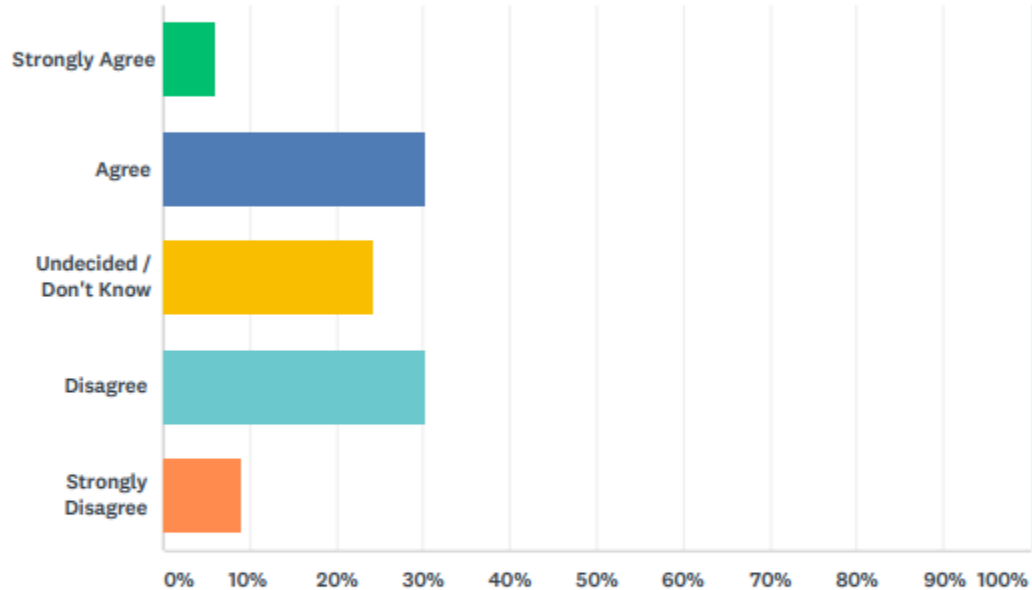
ANSWER CHOICES	RESPONSES	
Strongly Agree	6.06%	2
Agree	30.30%	10
Undecided / Don't Know	24.24%	8
Disagree	30.30%	10
Strongly Disagree	9.09%	3
TOTAL		33

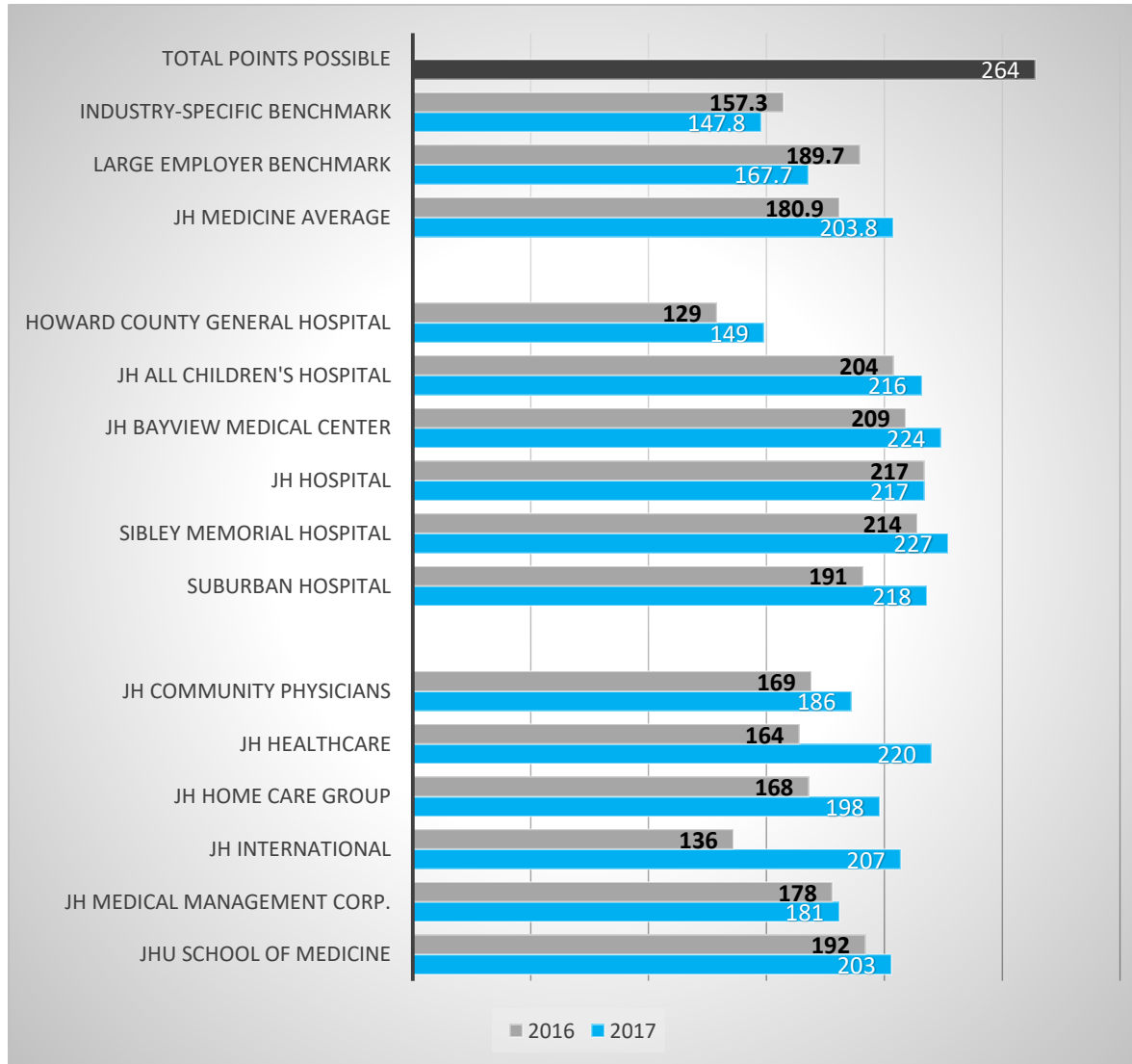# Poll Question 3a

Answer using the **Question Box**:

Please offer a favorite example of workgroup level goals that were different or complimentary to organization level goals.

Q6 Please describe how your organization has adopted this approach and/or share your thoughts about the viability of this approach.

Wellness

Encouraged Plan

Champions

Meet

Goals Viability Wellness Committee Health

The CDC Worksite Health ScoreCard Tool Centralizes Strategy While Respecting Local Culture

| Category	2016	2017
TOTAL POINTS POSSIBLE	264	
INDUSTRY-SPECIFIC BENCHMARK	157.3	147.8
LARGE EMPLOYER BENCHMARK	189.7	167.7
JH MEDICINE AVERAGE	180.9	203.8
HOWARD COUNTY GENERAL HOSPITAL	129	149
JH ALL CHILDREN'S HOSPITAL	204	216
JH BAYVIEW MEDICAL CENTER	209	224
JH HOSPITAL	217	217
SIBLEY MEMORIAL HOSPITAL	214	227
SUBURBAN HOSPITAL	191	218
JH COMMUNITY PHYSICIANS	169	186
JH HEALTHCARE	164	220
JH HOME CARE GROUP	168	198
JH INTERNATIONAL	136	207
JH MEDICAL MANAGEMENT CORP.	178	181
JHU SCHOOL OF MEDICINE	192	203

■ 2016 ■ 2017

Poll Question 4

We have developed leadership support within each workgroup (such as having wellness champions and/or training managers in how they can tailor and support the wellness initiatives).

- We have developed a significant leadership network to support training
- We have established some support, but could do more
- We have not implemented this strategy

Q7 Please indicate your level of agreement that the following statement is true for your organization:We have developed leadership support for health and well-being within each workgroup (such as having wellness champions and/or training managers in how they can tailor and support the wellness initiatives).

Answered: 32   Skipped: 1
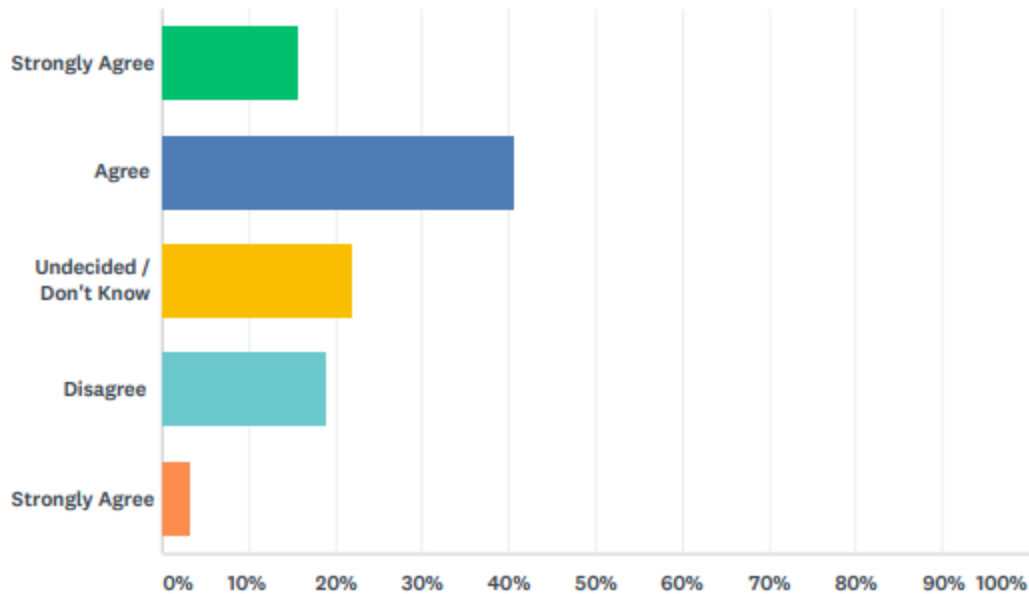
ANSWER CHOICES	RESPONSES	
Strongly Agree	15.63%	5
Agree	40.63%	13
Undecided / Don't Know	21.88%	7
Disagree	18.75%	6
Strongly Agree	3.13%	1
TOTAL		32

Poll Question 4a

Answer using the **Question Box**:

Please offer a favorite example of how you or your organization has offered support at the workgroup level.

Q8 Please describe how your organization has adopted this approach and/or share your thoughts about the viability of this approach.

Champion Program Engagement Leadership
Resources to Help Wellness Champions
Overall Organization