

GET MORE VALUE FROM CORPORATE WELLNESS INITIATIVES

A new study from the Health Enhancement Research Organization (HERO) identifies four key areas of workplace well-being that are most often associated with high-performing well-being initiatives. The study, Development and Validity of a Workplace Health Promotion Best Practices Assessment, draws upon data from companies that completed the HERO Health and Well-being Best Practices Scorecard in Collaboration with Mercer© between January 2015 and October 2017. The full report was published in the *Journal of Occupational and Environmental Medicine*.

It can also be found online at www.HERO-health.org.

4 KEY AREAS OF INFLUENCE

(In order of significance)



Organizational and Leadership Support



Incentives



Comprehensive Programs



Program Integration

BEST PRACTICES THAT DRIVE WELLNESS SUCCESS

Organizational and Leadership Support

Demonstrate organizational commitment to health and well-being. Engage employees at all levels of the organization. Develop a strategic plan and reporting for multiple stakeholders. Target communications to diverse groups.

Incentives

Offer financial incentives for specific activities. Allow benefit-eligible spouses/partners to earn incentives.

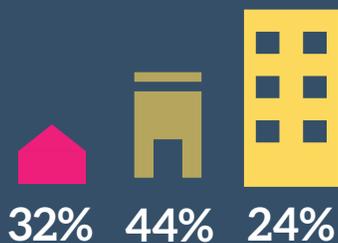
Comprehensive Programs

Offer individualized, population-based programs in multiple channels. Offer lifestyle and disease management programs. Ensure programs include robust features (e.g., social connection). Provide tools to track health.

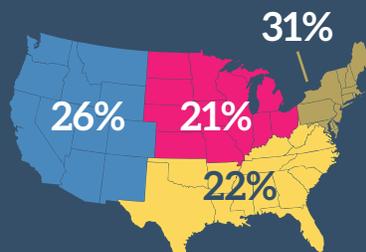
Program Integration

Integrate programs, communications, data, and strategy. Integrate well-being programs with other employee benefits.

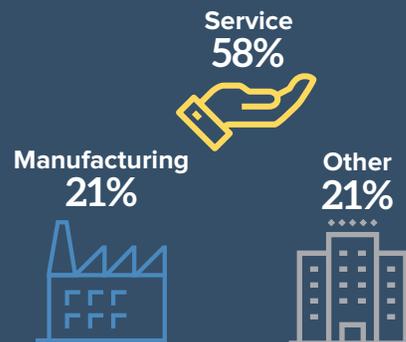
CHARACTERISTICS OF THE COMPANIES STUDIED (Not all companies reported on these characteristics.)



Organization Size



Geographic Region



Industry Type



To learn more or to complete the HERO Scorecard, visit www.HERO-health.org.

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