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)

1. **Organizational and Leadership Support**
2. **Incentives**
3. **Comprehensive Programs**
4. **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

<table>
<thead>
<tr>
<th>Organization Size</th>
<th>Geographic Region</th>
<th>Industry Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>32%</td>
<td>26%</td>
<td>Manufacturing 21%</td>
</tr>
<tr>
<td>44%</td>
<td>31%</td>
<td>Service 58%</td>
</tr>
<tr>
<td>24%</td>
<td>21%</td>
<td>Other 21%</td>
</tr>
</tbody>
</table>

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