



# **HERO 2023 Winter Think Tank**

*Total Worker Health*®: Getting Further Upstream in the Integration of Safety, Well-being and Mental Health

Tuesday, February 28, 2023 | 9:30 – 10:00 AM ET

# Question #1

Organizations vary widely on whether resources are focused on individual education and risk reduction compared to environmental, work redesign, or policy work. What is your mix?

How do you see the proportions changing in the future?

Will your organization focus mainly on personal health risks? Or 60% personal health / 40% work policies and conditions? Or 60% policies and environment / 40% personal health? Or nearly all on policy/environment/work redesign?

What will be your case for making a change in investments?



# Question #2

What best reflects the role of your wellness committee and/or employee planning committee?

How do you engage the preferences, needs, values of employees?

How do you see this changing?

Are they full partners in planning and promotion of your offerings? Helpful advisors? Ambassadors helping get the message out? Occasional sources of input?

How might you engage the voice of the employee differently in the years ahead?



# Question #3

Discuss your approach to targeting select populations such as “essential” or low-wage workers?

Do you promote all wellness offerings equally to everyone? Are most offerings and services broadly promoted with only a few targeted offerings? Or are most health promotion program offerings targeted to those at high-risk or high-cost workers and/or low-wage workers?

How might your approach to targeting change in the years ahead?



# Question #4

Is targeting high risk employees a form of giving preference to those in need? Or is targeting more about trying to make people more accountable for their higher costs or lower productivity? Or something else?

Does your organization have a philosophy related to targeting benefits or services?



# Question #5

A “*Total Worker Health*® approach prioritizes safety, first and foremost, while striving to improve overall worker health.”

How integrated are your safety efforts with your health and well-being initiatives? Fully integrated in both data analysis and strategy planning? Somewhat integrated? Totally siloed?

How do you see this changing in the future?



# Question #6

What gets in the way of more integration between health and safety planning? Budget competition/separate departments hoarding resources? Turf protection? “We are the experts in our domain?” Time scarcity? Too busy doing our own thing. Benefits of integration aren’t compelling?

Your plans for addressing any of these barriers?



# Question #7

How do you assess the needs and preference of workers, and how do you factor their input into your decisions about direction setting? Do you use surveys, focus groups, and other inputs to inform your health promotion initiatives? Is your planning mostly top-down with decisions about health and well-being flowing from organizational leaders, human resources, and managers? Or is employee input central to your planning process?

Your plans going forward?





# Question #8

What barriers do you experience in getting the employee's voice well represented in your strategic planning?

Many leaders don't want to open the Pandora's box of labor relation issues. Some lack expertise in focus groups or using survey tools.

Employees are often hesitant about sharing their views. Many feel too busy with other priorities to focus on organizational development issues.

Your plans for addressing barriers to getting employees engaged?



# Question #9

What most closely represents your organizational culture and priorities? Examples of cultures could be: Foremost a safety culture; A culture of health; A learning organization; A quality culture; Customers first.

How does your culture advance or impede your capacity to take a *Total Worker Health*® approach?

