

Your Guide to: Creating a Culture of Health at Work

Most workplaces recognize the importance of prioritizing employee health and well-being and encourage their workforce to adopt healthy behaviors. However, creating and promoting a culture of health at work requires having a plan and collaborating with leadership, employees and often health plans, Third Party Administrators (TPAs) or brokers.



Johns Hopkins HealthCare Solutions is sharing 7 ways your organization can support employees and foster wellness in the workplace.



1. Involve company leadership.

Leaders who are committed to developing a culture of health are critical for establishing and promoting programs for employees. Their support should be visible to all employees to demonstrate their commitment and involvement, sharing a personal story, if they are comfortable doing so.



2. Create a holistic plan and approach to health.

The plan should go beyond developing ways to manage employees' chronic illnesses and extend to all aspects of their health, including physical health, mental health, and family health and well-being. Having clear goals and metrics will help to focus efforts and contribute to successful programs. In addition, be sure to include an evaluation plan to measure progress and impact.



3. Review employees' health needs, preferences and motivation.

Areas to assess can include employees' physical and mental health, financial well-being, family life, work-life balance and how company policies affect employees in these areas. Working with health plan or TPA representatives to examine the available claims data can also contribute to an understanding of employees' concerns or needs.



4. Encourage workplace health champions.

These are individuals trained at all levels or departments of the organization to help raise awareness and understanding of and participation in employee health and wellness programs. Research has shown that having workplace champions is associated with several benefits, including greater employee engagement and satisfaction in employer-sponsored programs.



5. Develop a communications strategy.

In order to increase awareness and involvement in available health and well-being programs, consider which channels will be used to communicate the services available that align with employees' reported needs. Also ensure that leaders are involved and that the strategy includes displaying their commitment to supporting employees.



6. Offer programs that are proven to work.

There are many options available to support employee well-being. Using programs backed by evidence-based research ensures that your employees are engaging in programs that are proven to improve health and wellness.



7. Evaluate the impact of the services and programs offered.

After program implementation, it's important to assess the impact at different points to determine what's working and what changes may be needed. Share this feedback with your leaders, workplace champions and employees.

Remember that cultivating a culture of health at work takes time and dedication.
Don't be afraid to be creative and be open to learning and improving.

