Workplace Health Model

Step 1
Assessment

- Individual (e.g. demographics, health risks, use of services)
- Organizational (e.g. current practices, work environment, infrastructure)
- Community (e.g. transportation, food and retail, parks and recreation)

Step 2
Planning/Workplace Governance

- Leadership Support (e.g. role models and champions)
- Management (e.g. workplace health coordinator/committee)
- Workplace Health Improvement Plan (e.g. goals and strategies)
- Dedicated Resources (e.g. costs, partners/vendors, staffing)
- Communications and Informatics (e.g. marketing, messages, systems)

Step 3
Implementation

- Programs (e.g. education and counseling)
- Policies (e.g. organizational rules)
- Health Benefits (e.g. insurance, incentives)
- Environmental Support (e.g. access, opportunity, physical/social)

Step 4
Evaluation

- Worker Productivity (e.g. absenteeism, presenteeism)
- Healthcare Costs (e.g. quality of care, performance standards)
- Improved Health Outcomes (e.g. reduced disease and disability)
- Organizational Change “Culture of Health” (e.g. morale, recruitment/retention, alignment of health and business objectives)

Contextual Factors
(e.g. company size, company sector, capacity, geography)