

Organizational Assessment

This informal organizational assessment is intended to provide guidance on the specific tracks of the implementation section of *Steps to Wellness: A Guide to Implementing the 2008 Physical Activity Guidelines in the Workplace*. Human resources managers, Wellness Committee members, or others who are looking to begin new or strengthen existing physical activity programs in their company can use this organizational assessment to capture some baseline information that will help in determine the readiness of the organization to plan physical activity programs.

For each question, mark the answer that best represents what you are doing in your company. Your response may direct you to a specific “track” to consider. The tracks provide guidance on physical activity initiatives you may be interested in, but you may find activities in other tracks that may be relevant as well.

Implementation Tracks for Organizational Assessment
Track One – Getting Started: This track focuses on activities that can serve as an introduction to workplace physical activity programs.
Track Two – Building Momentum: This track focuses on activities that are easy to implement for companies that have already begun programs or have been preparing for programs and have completed many of the initial steps.
Track Three – Moving Forward: This track focuses on activities that may be appropriate for companies that have been implementing physical activity programs and are looking to further expand their scope.
Track Four – Keeping the Pace: This track focuses on activities that help to maintain and sustain the physical activity programs by creating inter-office teams and clubs as well as encouraging linkages with the local community.

1) Does your company currently have a wellness program at your worksite?

Yes No

If Yes, proceed to question 2.

If No, choose Track 1 to begin.

2) Does your wellness program include physical activity components?

Yes No

If Yes, proceed to question 3.

If No, you may want to briefly review Track 1, and choose Track 2 to begin.

3) Does your program provide any type of health assessment for employees or program assessment for planners?

Yes No

If Yes, proceed to question 4.

If No, consider reviewing Tracks 1-2 and choose Track 3 to begin.

4) Does your program have the support of the company's leadership in creating and maintaining worksite physical activity programs?

Yes No

If Yes, proceed to question 5.

If No, consider reviewing Tracks 1-2 and choose Track 3 to begin.

5) Does your company have a committee or workgroup that focuses on physical activity program planning?

Yes No

If Yes, proceed to question 6.

If No, consider reviewing Tracks 1-2 and choose Track 3 to begin.

6) Are the physical activity initiatives in your worksite a part of a larger program?

Yes No

If Yes, consider reviewing Tracks 1-3 and choose Track 4 to begin.

If No, consider reviewing Tracks 1-2 and choose Track 3 to begin.

The steps and tracks in this guide are guides to help you through the process, but it takes more than just a single resource to begin, maintain, and sustain physical activity programs—it also takes the support of your leadership, the input of your employees, and some creative ideas.