WORKPLACE HEALTH MODEL

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)

2 PLANNING & MANAGEMENT

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 (e.g. marketing, messages, systems)

3 IMPLEMENTATION

PROGRAMS (e.g. education and counseling)
POLICIES (e.g. organizational rules)
BENEFITS (e.g. insurance, incentives)
ENVIRONMENTAL SUPPORT (e.g. access points, opportunities, physical/social)

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)