

# Wellness Leadership Survey



1. What position best describes your attitude toward health promotion?

- I am enthusiastic about health promotion, and I actively promote it at the workplace.
- I am enthusiastic about health promotion, but I do not actively contribute to our workplace health promotion effort.
- I am neutral about whether or not we should have a health promotion program here.
- I am opposed to health promotion, but I am not actively working to stop health promotion programs.
- I am opposed to health promotion, and I am doing what I can to stop health promotion programs at the workplace.

The following questions ask your opinion about management culture at your workplace. In “The Current Situation” column, fill in the square that represents your level of agreement that the behavior is currently normal practice among managers and supervisors you work with. In “The Way You Would Like It to Be” column, fill in the square that indicates your level of agreement that the behavior is desirable. There are no right or wrong answers. Please select the answer that seems most accurate to you. Use the following scale.

1 Strongly Disagree      2 Disagree      3 Undecided/Don't Know      4 Agree      5 Strongly Agree

2. It is normal practice among managers and supervisors to . . .	The Current Situation	The Way You Would Like It to Be
a. Be able to explain the overall vision and functions of the health promotion program.	1 2 3 4 5	1 2 3 4 5
b. Recognize how supporting employee health supports the mission and purpose of the organization.	1 2 3 4 5	1 2 3 4 5
c. Recognize both financial and human benefits of health promotion at the workplace.	1 2 3 4 5	1 2 3 4 5
d. See to it that employees are kept informed about health promotion programs.	1 2 3 4 5	1 2 3 4 5
e. Explain to new employees, to customers, and to the public that the wellness program is an important benefit of the organizational culture.	1 2 3 4 5	1 2 3 4 5
f. Suggest new wellness initiatives that would enhance the health promotion program.	1 2 3 4 5	1 2 3 4 5
g. Model healthy lifestyle choices.	1 2 3 4 5	1 2 3 4 5
h. Tell about past and current personal efforts to adopt healthier lifestyle practices.	1 2 3 4 5	1 2 3 4 5
i. Participate in health promotion activities.	1 2 3 4 5	1 2 3 4 5
j. Support participation in health promotion activities by allowing flexible work schedules.	1 2 3 4 5	1 2 3 4 5
k. Participate in health promotion planning efforts.	1 2 3 4 5	1 2 3 4 5
l. See to it that health promotion programs are of high quality.	1 2 3 4 5	1 2 3 4 5
m. Set organizational health promotion goals.	1 2 3 4 5	1 2 3 4 5
n. See to it that there is adequate financial and logistical support for wellness programs.	1 2 3 4 5	1 2 3 4 5
o. Follow through on commitments made to the wellness initiative.	1 2 3 4 5	1 2 3 4 5
p. Be open to discussing employee lifestyle improvement goals and plans.	1 2 3 4 5	1 2 3 4 5
q. Stay informed about employee lifestyle improvement efforts.	1 2 3 4 5	1 2 3 4 5
r. Recognize employees' attempts to adopt healthier lifestyles.	1 2 3 4 5	1 2 3 4 5
s. Track the benefits of health promotion programs.	1 2 3 4 5	1 2 3 4 5
t. Celebrate employees' lifestyle change successes.	1 2 3 4 5	1 2 3 4 5
u. Celebrate the achievement of organizational health goals (such as reduced absenteeism, disability claims, and accident rates).	1 2 3 4 5	1 2 3 4 5

Online data entry, statistical analysis, and recommendations based on Wellness Leadership Survey findings are available at [www.healthyculture.com](http://www.healthyculture.com). For further information, call (802) 862-8855.



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