

The first benchmark of a results-oriented wellness program is strong and supportive leadership involvement. Time and time again, successful programs indicate that leaders are actively involved in the process. Get to know how your leadership values workplace wellness by asking the following questions.

The Wellness Alliance's Five Questions to Ask Leadership

1. If we do nothing else this year in our wellness program, what is the one objective we must accomplish?
2. What is the single most important item we must accomplish in our wellness initiative?
3. Fast forward to next year. What conversation about our wellness program do we hope to overhear between two colleagues?
4. A new colleague asks why our company created our wellness program. How would you respond?
5. How would you describe the wellness program to a friend?

The responses to these questions will help you to formulate your strategy in moving through the rest of the 7 Benchmarks™. They will establish common ground and capture leadership support.

Additional Questions to Consider

1. What kind of results do our leaders want to see from our wellness initiative, and how can we help leaders be more visible when it comes to our company's wellness program?
2. How can we give leaders the evidence they want to see, and what is the most important outcome to share?
3. Who was the most influential leader in your life? Is it important to have an influential leader in your life?
4. Besides your family, what do you value most in your life?
5. What kind of personal stories of health or life improvement already exist within our organization?
6. What is your vision for the future of the organization based on what you know and have experienced? Why do you care about this company and its people?
7. Fast forward five years. This company is on the cover of *Forbes* magazine as one of the best places to work in the country. What has changed to put us in that position? How did we get there? What can you do to help us get there?
8. What prevents you from being more successful in your job than you currently are?
9. What resources can we leverage to help leadership protect their health and become healthier?
10. In what areas of your life would you like to pursue additional growth and learning opportunities?

These questions were developed by Rachel Druckenmiller, keynote speaker, facilitator, and leadership trainer at UNMUTED.

