

The Internal Workplace Wellness Evaluation

Instructions: Your Internal Wellness Evaluation should aim to illustrate how the well-being of your people will impact your organization's ability to fulfill its mission, live its values, achieve results, and contribute to each step of the employee life cycle. Use the sheet below to establish and communicate progress and measures of success to your key stakeholders.

TAKE ACTION!

1. Co-create finalized metrics and targets.
2. Review at "all-hands" meetings to keep visible.
3. Review at quarterly or month strategy meetings.

YOUR COMPANY



		METRIC	CURRENT	TARGET
1	RECRUIT Attract diverse "A" talent because of our compelling and strong wellness employment value proposition (EVP) and employer brand.	Average time to fill		
		Candidate experience rating		
		Turnover %		
2	ONBOARD Expedite new employees' "time to impact" with early and healthy habits.	90-day customer NPS rating		
		90-day employee NPS rating		
		90-day turnover rate		
3	DEVELOP Employees and leaders will be developed and provided resources to deliver on company and individual wellness goals.	# of Individual Wellness Plans (IWPs) in place		
		Leadership Wellness Training % attended		
		EE Wellness Training % attended		
4	REWARD Connect to recognition and rewards.	% of recognition focused on wellness		
		# of leadership role model actions		
5	ENGAGE AND ENRICH Roadmap that activates on our wellness culture and core values.	Overall Engagement Score		
		Wellness Index Score		
		Leadership Effectiveness Score		

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6	OPTIMIZE Increased productivity and reduced costs through an integrated wellness experience.	Safety incidents #		
		# missed working days		
		Healthcare claims costs		
7	INFORM Engagement and wellness data will be translated into insights that leaders can act on.	% of updated engagement action plans		
		# of "high risk" turnover employees		
		EAP Utilization #		