

MEASURES THAT MATTER

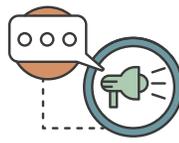
Ideas for collecting meaningful data from your employees to build and evolve your wellness strategy.

ORGANIZATIONAL STATE

In order to understand what programs to begin implementing in your organization, you need to understand:



What is your organization doing today?



What are your employees' wants, interests and needs?

MEASURES MATTER

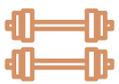
It's important to respect the privacy and confidentiality of your employees when you are collecting data. It's also important to address employees' needs with your wellness program.

PULSE ON THE INDUSTRY¹

80% of employees care about their wellness.

20% of those when asked, "were you successful" would say no.

Understanding what goals your employees already have is a great foundational next step. Begin to collect data that assesses all areas of employee wellness:



Physical Health



Emotional Health



Mental Health



Sense of Meaning, Purpose, and Personal Values



Financial Wellness



Perceived Safety
(Physical and Psychological)



Perceived Ability to Grow Professionally



This resource is part of WELCOA's Seven Benchmarks for creating sustainable wellness programs.

For more information on the entire roadmap, visit welcoa.org/7-benchmarks.

1. Allen, J., & Allen, R. F. (1986). Achieving Health Promotion Objectives through Cultural Change Systems. American Journal of Health Promotion, 1(1), 42-49. <https://doi.org/10.4278/0890-1171-1.1.42>