

Program Objective - Survey Instrument Cross Walk (Overview)

	Respondent Type	Interested Employer	Pı	ogran	n Parti	icipati	ng Employ	er		mmu articip	-			Eı	mploy	ee			_	gram vider
Progr	am Objectives /	D-2	E-1	E-2	E-3	E-4	E-5/E-6	E-7	E-8	E-9	E-10	F-1	F-2	F-3	F-4	F-5	F-6	G-1	H-1	H-2
Surve	y Instrument																			
1. Est	ablish the National H	ealthy Works	ite Pr	ogram	1										•	•				
	uit and select NHWP																			
partici		_																		
	ess interest in NHWP																			
	g and networking among										•								•	
	unity employers.																			
	duct needs assessments																			
	scribe program		•		•	•	•	•	•	•	•			•	•			•	•	•
	nentation for NHWP														1					
partici																				
	aluate Program Imple	mentation, li	npact	<u>,</u> and 9	Sustai	nabilit	У													
	ect process outcomes																			
	g to changes in				١.															
	ms, policies, and																			
	nmental supports.																			
	cribe NHWP integration																			
	ganizational structure.																			
	ntify changes to																			
	ate employee level			•								•	•	•	•	•	•	•	•	•
	risk and health status.																			
	racterize changes to																			
	zational culture/norms		•				•	•	•	•	•	•							•	•
w/r/t p	program sustainability.																			
3. Est	ablish Best Practices	for Future En	nploye	ers wh	o wan	t to Es	stablish a	Natior	nal He	althy \	Worksit	te Pro	gram							
h. Ass	ess the usefulness of																			
worksi	te health training.		•				•		•	•	•									
i. Dete	rmine factors that affect																			_
progra	m sustainability.		•				•	•	•	•	•	•							•	•
j. Char	acterize experiences of																			
	lace health programs																			
that do	not receive intensive	•							•	•	•									
NHWP	support.																			
	ess employer interest in																			
NHWP	expansion and factors	•									•									
related	to non-participation.																			

Program Objective - Survey Instrument Cross Walk – Interested Employers (Detail)

Respondent Type	Interested Employer				
Program Objectives / Survey Instrument	NHWP Employer Phone Interview Guide	(D-2)			
1. Establish the National Healthy Worksite Program					
a. To recruit and select employers for participation in the NHWP.	All Questions				
b. To understand employer intentions to participate in community-based training and peer-to-					
peer networking provided by the NHWP.					
c. To describe the process of implementing tailored, customized comprehensive workplace					
programs, including employer and employee assessment, planning, program implementation,					
including challenges encountered and means to overcome them, such as people or practices that					
have facilitated implementation and lessons learned along the way.					
Respondent Type	Interested Employer				
Program Objectives / Survey Instrument	NHWP Employer Phone Interview Guide	(D-2)			
2. Evaluate the Impact of the National Healthy Worksite Program					
d. To evaluate outcomes and the ways in which participating employers have achieved the desired					
program, policy, and environmental support changes.					
e. To understand how participating employers have leveraged and sustained existing health					
promotion and health protection programs and practices and integrated the NHWP into their					
organizational structure.					
f. To quantify changes to aggregate employee level health risk and health status.					
g. To describe changes to organizational culture and social norms and how they may relate to					
workplace health program sustainability.					
3. Establish Best Practices for Future Employers who want to Establish a National Healthy Worksit	te Program				
Respondent Type	Interested Employer				
	NHWP Employer Phone Interview Guide	(D-2)			
h. To describe the usefulness of worksite health training for participating employers and					
community participants and the impact of training on overcoming barriers to implementing a					
comprehensive workplace health program.					
i. To understand factors that affect the sustainability of the workplace health program.					
j. Characteristics, including sustainability, of workplace health programs that do not receive the	All Questions				
intensive support provided by the NHWP.	All Questions				
k. To describe the type and number of qualified employers who are willing, motivated, and					
interested in becoming NHWP participants, or the barriers -based on employer size or industry	All Questions				
sector- that factored into employer decision-making not to participate in the NHWP.					

Program Objective - Survey Instrument Cross Walk – Program Participating Employer (Detail)

Respondent Type		Progra	am Participatin	g Employer		
Program Objectives / Survey Instrument	Organizational Assessment (E-1)	Employee Eligibility File (E-2)	Employer Information Form (E-3)	NHWP Health Screening Site Interview Form (E-4)	Employer Discussion Guides (E-5 / E-6)	Employer Follow-Up Survey (E-7)
1. Establish the National Healthy Worksite						
Program						
a. To recruit and						
select employers						
for participation in						
the NHWP.						
b. To understand						
employer						
intentions to						
participate in						
community-based						
training and peer-						
to-peer networking						
provided by the						
NHWP.						
c. To describe the						
process of						
implementing						
tailored,						
customized						
comprehensive						
workplace						
programs, including						
employer and						
employee						
assessment,						
planning, program						
implementation,						
including						
challenges						
encountered and						
means to overcome						
them, such as						
people or practices						

that have facilitated implementation						
and lessons learned						
along the way.						
	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.	All Questions	All Questions	All Questions		Q6
	ii. How participating employers have implemented their program elements and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation, and lessons learned along the way.				Reg Mgrs Section: Q3-18 Health Coaches: Q2-3, 5-10 Steering Comm Mbr: Q3-14 Wellness Comm Mbr: Q3-14	Q5, 7-8, 10

Respondent Type		Program Participating Employer									
Program Objective	es / Survey Instrument	Organizational Assessment (E-1)	Employee Eligibility File (E-2)	Employer Information Form (E-3)	NHWP Health Screening Site Interview Form (E-4)	Employer Discussion Guides (E-5 / E-6)	Employer Follow-Up Survey (E-7)				
	pact of the National Healthy										
d. To evaluate outcomes and the ways in which participating employers have achieved the desired program, policy, and environmental											
support changes.	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.	All Questions		All Questions	All Questions		Q6				
	ii. How participating employers have implemented their program elements and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation, and lessons learned along the way.					Reg Mgrs Section: Q3-18 Health Coaches: Q2-3, 5-10 Steering Comm Mbr: Q3-14 Wellness Comm Mbr: Q3-14	Q5, 7-8, 10				

e. To understand					
how participating					
employers have					
leveraged and					
sustained existing					
health promotion				Q10-14 (E-	
and health	All Questions			5) Q3-	Q:4 - 16
protection	All Questions			10 (E-6)	Q.4 - 10
programs and				10 (E-0)	
practices and					
integrated the					
NHWP into their					
organizational					
structure.					
f. To quantify					
changes to					
aggregate		All Questions			
employee level		All Questions			
health risk and					
health status.					
g. To describe				Regional	
changes to				Mgrs	
organizational				Section:	
culture and social				Q7-9	
norms and how	All Questions			Steering	Q4, 9, 10,
they may relate to	All Questions			Comm/HR:	12-14
workplace health				Q10-13	
program				Wellness	
sustainability.				Comm Mbr:	
				Q6-9	

Respondent Type		Progra	am Participatin	g Employer		
Program Objectives / Survey Instrument	Organizational Assessment (E-1)	Employee Eligibility File (E-2)	Employer Information Form (E-3)	NHWP Health Screening Site Interview Form (E-4)	Employer Discussion Guides (E-5 / E-6)	Employer Follow-Up Survey (E-7)
3. Establish Best Practices for Future Employers				(7	((7
who want to Establish a National Healthy Worksi	ite					
Program						
h. To describe the usefulness of worksite health training for participating employers and community participants and the impact of training on overcoming barriers to implementing a comprehensive workplace health program.	Stress Q5 Depression Q6 Community Resources Q2				Q15-17 (E- 5) Q11- 14 (E-6)	
i. To understand factors that affect the sustainability of the workplace health program.	All Questions				Regional Mgrs Section: Q7-9 Steering Comm/HR: Q10-13 Wellness Comm Mbr: Q6-9	Q4, 9, 10, 12-14

Respondent Type	Type Program Participating Employer						
Program Objectives / Survey Instrument	Organizati onal Assessment (E-1)	Employee Eligibility File (E-2)	Employer Information Form (E-3)	NHWP Health Screening Site Interview Form (E-4)	Employer Discussion Guides (E-5 / E-6)	Employer Follow-Up Survey (E-7)	
j. Characteristics, including sustainability, of workplace health programs that do not receive the intensive support provided by the NHWP.							
k. To describe the type and number of qualified employers who are willing, motivated, and interested in becoming NHWP participants, or the barriers -based on employer size or industry sector-that factored into employer decision-making not to participate in the NHWP.							

Program Objective - Survey Instrument Cross Walk – Community Participant (Detail)

	Respondent Type	Community Participant					
Program Objectives / Survey Instrumer		Worksite Health 101 Training Survey: Parts I-III (E-8)	Worksite Health 101 Training Survey: Part IV (E-9)	Community Participant Engagement Feedback Survey (E-10)			
1. Establish the National Healthy Work	ite Program						
a. To recruit and select employers for participation in the NHWP.							
b. To understand employer intentions to participate in community-based training and peer-to-peer networking provided by the NHWP.				All Questions			
c. To describe the process of implementing tailored, customized comprehensive workplace programs, including employer and employee assessment, planning, program implementation, including challenges encountered and means to overcome them, such as people or practices that have facilitated implementation and lessons learned along the way.							
	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.		Q2-10	Q2-11			
	ii. How participating employers have implemented their program elements and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation, and lessons learned along the way.			Q1-11			

	Respondent Type	Community Participant					
Program Objectives / Survey Instrument		Worksite Health 101 Training Survey: Parts I-III (E-8)	Worksite Health 101 Training Survey: Part IV (E-9)	Community Participant Engagement Feedback Survey (E-10)			
2. Evaluate the Impact of the National H	ealthy Worksite Program						
d. To evaluate outcomes and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.							
	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.	Q2-10	Q2-11				
	ii. How participating employers have implemented their program elements and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation, and lessons learned along the way.			Q1-11			
e. To understand how participating employers have leveraged and sustained existing health promotion and health protection programs and practices and integrated the NHWP into their organizational structure.							
f. To quantify changes to aggregate employee level health risk and health status.							
g. To describe changes to organizational culture and social norms and how they may relate to workplace health program sustainability.		Q5-6, 8-9	Q6-7,9-10	Q4, 9, 10, 12- 14			

Respondent Type	Comi	munity Participar	nt
Program Objectives / Survey Instrument	Worksite Health 101 Training Survey: Parts I-III (E-8)	Worksite Health 101 Training Survey: Part IV (E-9)	Community Participant Engagement Feedback Survey (E-10)
3. Establish Best Practices for Future Employers who want to Establish a National Healthy			
Worksite Program			
h. To describe the usefulness of worksite health training for participating employers and community participants and the impact of training on overcoming barriers to implementing a comprehensive workplace health program.	All Questions	All Questions	Q6
i. To understand factors that affect the sustainability of the workplace health program.	Q5-6, 8-9	Q6-7,9-10	Q4, 9, 10, 12- 14
j. Characteristics, including sustainability, of workplace health programs that do not receive the intensive support provided by the NHWP.	All Questions	All Questions	All Questions
k. To describe the type and number of qualified employers who are willing, motivated, and interested in becoming NHWP participants, or the barriers - based on employer size or industry sector- that factored into employer decision-making not to participate in the NHWP.			Q1-2, 5a-h, 9

Program Objective - Survey Instrument Cross Walk - Employee (Detail)

F	Respondent Type				Employee			
Program Objectives / Survey Instrument		All Employee Survey (F-1)	Employee Health Assessment (F-2)	Success Story Consent Form (F-3)	NHWP Satisfaction Survey (F-4)	Wellness Challenge Logs (F-5)	Nutrition Tracking Log (F-6)	Program Consent Form (G-1)
1. Establish the National	Healthy Worksite Program							
a. To recruit and select employers for participation in the NHWP. b. To understand employer intentions to participate in community-based training and peer-								
to-peer networking provided by the NHWP.								
c. To describe the process of implementing tailored, customized comprehensive workplace programs, including employer and employee assessment, planning, program implementation, including challenges encountered and means to overcome them, such as people or practices that have facilitated implementation and lessons learned along the way.	i The implementation of							
	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which			All Questions	All Questions			All Questions

	participating employers have achieved the desired program, policy, and environmental support changes. ii. How participating employers have implemented their program elements							
	and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation,							
	and lessons learned along the way.				F la			
Program Objectives / Su	Respondent Type			Success	Employee			
Program Objectives / Su	rvey instrument	All Employee Survey (F-1)	Employee Health Assessment (F-2)	Story Consent Form (F-3)	NHWP Satisfaction Survey (F-4)	Wellness Challenge Logs (F-5)	Nutrition Tracking Log (F-6)	Program Consent Form (G-1)
2. Evaluate the Impact o	f the National Healthy Worksite							
Program								
d. To evaluate outcomes and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.								
J	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.			All Questions	All Questions			All Questions
	ii. How participating employers have implemented their program elements and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation, and lessons learned along the way.							

e. To understand how participating employers have leveraged and sustained existing health promotion and health protection programs and practices and integrated the NHWP into their organizational structure.							
f. To quantify changes to aggregate employee level health risk and health status.	Q: 20-28	All Questions	All Questions	All Questions	All Questions	All Questions	All Questions
g. To describe changes to organizational culture and social norms and how they may relate to workplace health program sustainability.	Q: 1-19; 22-23, 28- 36						

Respondent Type	Employee						
Program Objectives / Survey Instrument	All Employee Survey	Employe e Health Assessm	Success Story Consent Form	NHWP Satisfaction Survey	Wellness Challenge	Nutrition Tracking	Program Consent Form
	(F-1)	ent (F-2)	(F-3)	(F-4)	Logs (F-5)	Log (F-6)	(G-1)
3. Establish Best Practices for Future Employers who want							
to Establish a National Healthy Worksite Program					<u> </u>		
h. To describe the							
usefulness of worksite							
health training for							
participating employers							
and community							
participants and the impact of training on							
overcoming barriers to							
implementing a							
comprehensive workplace							
health program.							
i. To understand factors							
that affect the	Q: 1-19; 22-23,						
sustainability of the	28-36						
workplace health program.	20 00						
j. Characteristics, including							
sustainability, of workplace							
health programs that do							
not receive the intensive							
support provided by the							
NHWP.							
k. To describe the type and							
number of qualified							
employers who are willing,							
motivated, and interested							
in becoming NHWP							
participants, or the barriers							
-based on employer size or							
industry sector- that							
factored into employer							
decision-making not to							
participate in the NHWP.							

Program Objective - Survey Instrument Cross Walk - Program Provider (Detail)

Respondent Type	Program Provider			
Program Objectives / Survey Instrument		Community Director Discussion Guide (H-1)*	Health Coach Discussion Guide (H-2)*	
1. Establish the National Healthy Worksite Program				
a. To recruit and select employers for participation in the NHWP.				
b. To understand employer intentions to participate in community-based training and peer-to-peer networking provided by the NHWP.		Q18-21		
c. To describe the process of implementing tailored, customized				
comprehensive workplace programs, including employer and employee				
assessment, planning, program implementation, including challenges				
encountered and means to overcome them, such as people or practices				
that have facilitated implementation and lessons learned along the way.				
	i. The implementation of			
	comprehensive workplace program			
	elements including employer and			
	employee assessment, planning,			
	program implementation, and	All Questions	All Questions	
	evaluation and the ways in which			
	participating employers have achieved			
	the desired program, policy, and			
	environmental support changes.			
	ii. How participating employers have implemented their program elements			
	and strategies documenting challenges			
	encountered and means to overcome	Q10-12, 18	Q6-7	
	them, people or practices that have	Q10-12, 18	ζυ-7	
	facilitated implementation, and			
	lessons learned along the way.			

^{*} Information will be collected from the NHWP program staff. These Program Providers -Community Directors and Health Coaches - will supplement and corroborate the input provided by Participating Employers and Employees

Respondent Type	Program Provider				
Program Objectives / Survey Instrument		Community Director Discussion Guide (H-1)*	Health Coach Discussion Guide (H-2)*		
2. Evaluate the Impact of the National Healthy Worksite Program					
d. To evaluate outcomes and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.					
	i. The implementation of comprehensive workplace program elements including employer and employee assessment, planning, program implementation, and evaluation and the ways in which participating employers have achieved the desired program, policy, and environmental support changes.	All Questions	All Questions		
	ii. How participating employers have implemented their program elements and strategies documenting challenges encountered and means to overcome them, people or practices that have facilitated implementation, and lessons learned along the way.	Q10-12, 18	Q6-7		
e. To understand how participating employers have leveraged and sustained existing health promotion and health protection programs and practices and integrated the NHWP into their organizational structure.		Q7-9, 18-21	Q2-3, 6-9		
f. To quantify changes to aggregate employee level health risk and health status.		Q2	Q2-7, 10-11		
g. To describe changes to organizational culture and social norms and how they may relate to workplace health program sustainability.		Q7-9, 13-14	Q8-9		

^{*} Information will be collected from the NHWP program staff. These Program Providers -Community Directors and Health Coaches - will supplement and corroborate the input provided by Participating Employers and Employees

Respondent Type	Program Provider			
Program Objectives / Survey Instrument		Community Director Discussion Guide (H-1)*	Health Coach Discussion Guide (H-2)*	
3. Establish Best Practices for Future Employers who want to Establish a National Healthy Worksite Program				
h. To describe the usefulness of worksite health training for participating employers and community participants and the impact of training on overcoming barriers to implementing a comprehensive workplace health program.				
i. To understand factors that affect the sustainability of the workplace health program.		Q7-9, 13-14	Q8-9	
j. Characteristics, including sustainability, of workplace health programs that do not receive the intensive support provided by the NHWP.				
k. To describe the type and number of qualified employers who are willing, motivated, and interested in becoming NHWP participants, or the barriers -based on employer size or industry sector- that factored into employer decision-making not to participate in the NHWP.				