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## CDC Work@Health Organizational Assessment

### Introduction to the CDC Work@Health™ Organizational Assessment

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## CDC Work@Health Organizational Assessment

### Introduction

The Centers for Disease Control and Prevention (CDC) has developed Work@Health™, a worksite health/wellness training and technical assistance program for employers. Your worksite has been chosen to participate in Work@Health™. As a participant of Work@Health™ we ask that you complete the attached survey so that we can learn more about your worksite's health programs, employee participation, environmental supports for worksite health, and community partnerships. **For the purposes of this survey, worksite health is defined as a coordinated and comprehensive set of health promotion and protection strategies implemented at the worksite, that includes programs, policies, benefits, environmental supports, and links to the surrounding community designed to encourage the health and safety of all employees.**

***This survey should be completed by the wellness coordinator or another person who is most knowledgeable about the employer's worksite health program. This may or may not be the person who participates in the Work@Health™ training.*** We appreciate you sharing your insights about this important work and thank you for your participation.

#### *Informed Consent*

Before you get started, we'd like to give you some more information to help you decide whether or not you would like to participate.

- This project is funded by the Centers for Disease Control and Prevention. Many parts of the project are being managed by ASHLIN Management Group (ASHLIN). ASHLIN is a private sector consulting firm with a focus in the area of health and human services based in Greenbelt, MD. They are helping CDC implement the Work@Health™ Program. The Public Health Management Corporation (PHMC), a non-profit, public health institute located in Philadelphia, PA and part of the ASHLIN Team designed this survey.
- You were asked to participate because your worksite is participating in the Work@Health™ program.
- The survey is designed to take about 15 minutes.
- There are no right or wrong answers or ideas—we want to hear about YOUR experiences and opinions.
- All of the comments you provide will be maintained in a secure manner. We will not disclose your responses or anything about you unless we are compelled by law. Your responses will be combined with other information we receive and reported in the aggregate as feedback from the group. In our project reports, your name will not be linked to the comments you provide in this survey.
- CDC is authorized to collect information for this project under the Public Health Services Act.
- There are no personal risks or personal benefits to you for participating in this survey.
- If you have any questions, you can contact Kristin Minot at Public Health Management Corporation. Her phone number is 215-985-2519 and her email is Kristin@phmc.org.

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**CDC Work@Health Organizational Assessment**

**Section 1: Your Worksite Health Program**

The information that we are asking you to provide below will help us to gain an insight into elements of your worksite’s health promotion program, participation in that program, and any ties to your local community. After completion of the training portion of the Work@Health™ Program, your responses will be compared to gauge any progress that has been made in the following areas.

**This section is designed to capture information about the motivators and barriers that exist for your worksite’s existing health program.**

**1. Please rate the importance of each of the following employee health issues to your workforce on a scale from Not at all Important to Very Important:**

	Not at all Important	Of Little Importance	Moderately Important	Important	Very Important
An Aging Workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Activity/Exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nutrition/Weight Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chronic Disease (e.g., heart disease, diabetes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tobacco use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol or other drug use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental Health Issues (e.g., depression, anxiety)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work related injuries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work/Life Balance Issues (childcare, eldercare, personal issues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flu/pneumonia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

**2. What are/were the most important reasons for implementing a worksite health program at your worksite? Please rate the importance of the following items on a scale from Not at all Important to Very Important.**

**2. What are/were the most important reasons for implementing a worksite health program at your worksite? Please rate the importance of the following items on a scale from Not at all Important to Very Important.**

	Not at all Important	Of Little Importance	Moderately Important	Important	Very Important
Reduce health care/insurance costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve workforce morale/engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase employee retention/reduce turnover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competitive advantage in recruiting top talent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being viewed as an "employer of choice"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve worksite safety/reduce workers' compensation claims	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Furthering worksite values/mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High employee demand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower absenteeism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower presenteeism (health's impact on work performance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business sustainability/growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve overall employee health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

**3. What are/were the greatest barriers to implementing a worksite health program at your worksite? Please rate the following items on a scale from Not at all a Barrier to Significant Barrier.**

	Not a Barrier	Small Barrier	Moderate Barrier	Large Barrier	Significant Barrier
Lack of interest among employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our workforce is too small	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our workforce is too dispersed (e.g., telecommuters, sales force, offices located in multiple geographic regions)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees do not have time to participate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low management/supervisory support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of effective program champion(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doesn't align with our worksite goals or mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Difficult to administer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern for protecting employee privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of knowledge about where to begin and how to do it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

**4. With respect to addressing employee health issues at your worksite, how ready is your worksite to take action?**

- Not ready** (not considering making any changes regarding employee health/wellness.)
- Preparing and Considering Options** (thinking about employee health/wellness issues, weighing the pros and cons of taking action and considering implementing within the next six months)
- Ready to Take Action** (planning to take action regarding employee health/wellness within the next 30 days but still researching options/gathering information)
- Taking Action** (have integrated new health and wellness programs, activities or initiatives within the last six months)
- Maintaining** (have integrated new health and wellness programs more than six months ago; actively working to adapt, adjust and make changes as needed.)

**5. At my worksite, management and supervisors encourage healthy behaviors.**

- Strongly disagree       Disagree       Neutral       Agree       Strongly agree

**6. At my worksite, management considers worksite health and safety to be important.**

- Strongly disagree       Disagree       Neutral       Agree       Strongly agree

**7. At my worksite, management considers employee health and productivity to be inextricably linked.**

- Strongly disagree       Disagree       Neutral       Agree       Strongly agree