



Training Employers | Promoting Health | Maximizing Performance

CDC Work@Health Organizational Assessment

Introduction to the CDC Work@Health™ Organizational Assessment

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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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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	☐	☐	☐	☐	☐
Stress	☐	☐	☐	☐	☐
Physical Activity/Exercise	☐	☐	☐	☐	☐
Nutrition/Weight Management	☐	☐	☐	☐	☐
Chronic Disease (e.g., heart disease, diabetes)	☐	☐	☐	☐	☐
Tobacco use	☐	☐	☐	☐	☐
Alcohol or other drug use	☐	☐	☐	☐	☐
Mental Health Issues (e.g., depression, anxiety)	☐	☐	☐	☐	☐
Work related injuries	☐	☐	☐	☐	☐
Work/Life Balance Issues (childcare, eldercare, personal issues)	☐	☐	☐	☐	☐
Flu/pneumonia	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
Improve workforce morale/engagement	☐	☐	☐	☐	☐
Increase productivity	☐	☐	☐	☐	☐
Increase employee retention/reduce turnover	☐	☐	☐	☐	☐
Competitive advantage in recruiting top talent	☐	☐	☐	☐	☐
Being viewed as an "employer of choice"	☐	☐	☐	☐	☐
Improve worksite safety/reduce workers' compensation claims	☐	☐	☐	☐	☐
Furthering worksite values/mission	☐	☐	☐	☐	☐
High employee demand	☐	☐	☐	☐	☐
Lower absenteeism	☐	☐	☐	☐	☐
Lower presenteeism (health's impact on work performance)	☐	☐	☐	☐	☐
Business sustainability/growth	☐	☐	☐	☐	☐
Improve overall employee health	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
Our workforce is too small	☐	☐	☐	☐	☐
Our workforce is too dispersed (e.g., telecommuters, sales force, offices located in multiple geographic regions)	☐	☐	☐	☐	☐
Employees do not have time to participate	☐	☐	☐	☐	☐
Low management/supervisory support	☐	☐	☐	☐	☐
Lack of effective program champion(s)	☐	☐	☐	☐	☐
Doesn't align with our worksite goals or mission	☐	☐	☐	☐	☐

Difficult to administer	☐	☐	☐	☐	☐
Concern for protecting employee privacy	☐	☐	☐	☐	☐
Lack of funding	☐	☐	☐	☐	☐
Lack of staff	☐	☐	☐	☐	☐
Lack of space	☐	☐	☐	☐	☐
Lack of knowledge about where to begin and how to do it	☐	☐	☐	☐	☐

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

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