

## CDC Work@Health™ Case Study Interviews with Employees

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Respondents/Sources	Method	Content	Timing	Respondents	Time per respondent
Employee Participants in health promotion activities -- case study worksites	Case study interview (conducted by RTI)	<ul style="list-style-type: none"><li>• Program expectations</li><li>• Outcomes</li><li>• Challenges &amp; strategies for success</li><li>• Plans for sustainment</li></ul>	March-June 2015	6	1 hour

### Introduction

This interview will ask about your experience with your worksite's health promotion programs and activities. This interview, which should take about one hour complete, is funded by the Centers for Disease Control and Prevention and is being conducted by RTI International (RTI). RTI is an independent, non-profit organization headquartered in Research Triangle Park, NC.

### Informed consent

Before you get started, we'd like need 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 Research Triangle Institute International (RTI). RTI is an independent, non-profit institute headquartered in Research Triangle Park, NC. RTI provides technical services to clients worldwide. They are helping CDC evaluate the Work@Health™ program.

- You were asked to complete the interview because of your participation in healthy activities at work.
- Your participation is voluntary. In the course of this discussion, you may refuse to answer specific questions. You may also choose to end the discussion at any time.
- The discussion is designed to take about an hour.
- All of the comments you provide will be maintained in a secure manner. We will not attribute your responses to your or your organization without your permission unless we are compelled by law.
- There are no right or wrong answers or ideas—we want to hear about YOUR experiences and opinions.
- CDC is authorized to collect information for this project under the Public Health Services Act.
- There are no risks or benefits to you personally for participating in this discussion.
- We are interested in your comments so that we can improve the Work@Health™ program for future participants. Please feel free to contact Dr. Laurie Cluff at RTI. Her toll-free number is 1-800-334-8571 x 6514. You can also call RTI’s Office of Research Protection and Ethics toll-free at 1-866-214-2043.

<b>CDC Work@Health™ Case Study Interviews with Employees</b>	
<b>Section</b>	<b>Interview Guide Questions</b>
Respondent Background	<ol style="list-style-type: none"> <li>1. Can you please tell me a little about your organization and your role in it?</li> <li>2. How would you describe your role in your organization’s health promotion efforts?</li> </ol>
Readiness to Implement	<ol style="list-style-type: none"> <li>1. How ready would you say employees at your worksite were to make changes to improve their health?               <ol style="list-style-type: none"> <li>1-Not at all ready;</li> <li>2-Not quite ready;</li> <li>2- Somewhat ready;</li> <li>3- Ready;</li> <li>4- Completely ready                   <ol style="list-style-type: none"> <li>a. What actions, behaviors, or statements led you to think this?</li> </ol> </li> </ol> </li> </ol>
Expectations	<ol style="list-style-type: none"> <li>1. How did you first learn about healthy changes your employer was implementing since [add timeframe for programs start]?</li> <li>2. What were your expectations about the programs,</li> </ol>

	<p>policies or environmental changes your employer made since [add timeframe for program start]?</p> <p>3. In what ways did these changes/efforts meet your expectations?</p> <p>4. In what ways did these changes/efforts differ from your expectations?</p>
<p>Program</p>	<p>1. What do you think are the overall goals of your organization's health promotion efforts?</p> <p>2. What would you say are the most important components of your organization's health promotion efforts? Why?</p> <p>3. What healthy worksite activities/programs do you personally participate in, if any?</p> <p>4. To what extent do you agree with the following statements:</p> <ul style="list-style-type: none"> <li>a. Management and supervisors encourage healthy behaviors. Would you say: Strongly Disagree; Disagree; Neutral; Agree; or Strongly Agree</li> <li>b. My organization encourages me to make suggestions about employee safety, health and well-being. Would you say: Strongly Disagree; Disagree; Neutral; Agree; or Strongly Agree</li> <li>c. In this facility, management considers worksite health and safety to be important. Would you say: Strongly Disagree; Disagree; Neutral;</li> </ul>

	<p>Agree; or Strongly Agree</p>
<p>Facilitators &amp; Barriers to Implementation and Participation</p>	<ol style="list-style-type: none"> <li>1. What are the most important reasons for you to participate in worksite health promotion activities? <ol style="list-style-type: none"> <li>a. Your own desire to be healthier?</li> <li>b. Participating with your peers?</li> <li>c. Incentives offered by your employer?</li> <li>d. Being part of the larger effort at the worksite?</li> <li>e. Fun/informative options to try?</li> </ol> </li>   <li>2. What factors have enabled you to participate? <ol style="list-style-type: none"> <li>a. Ability to participate during work time?</li> <li>b. Convenience of options during non-work time?</li> <li>c. Management allowing flexible scheduling?</li> <li>d. Low cost (e.g., for healthy food options)?</li> </ol> </li>   <li>3. What were the biggest challenges to participating? <ol style="list-style-type: none"> <li>a. Finding the time to participate?</li> <li>b. Discomfort with participating in non-work activities with co-workers?</li> <li>c. Offerings did not meet your needs/likes?</li> <li>d. Lack of confidence?</li> <li>e. Cost?</li> </ol> </li> </ol>
<p>Outcomes</p>	<ol style="list-style-type: none"> <li>1. How would you describe the results of your participation in healthy worksite activities or programs, since [add timeframe for program start]? <ol style="list-style-type: none"> <li>a. Health improvements? (e.g., sleep, energy, strength, weight, BP, LDL, etc.)</li> <li>b. Decreased stress, increased motivation?</li> <li>c. Relationships with coworkers?</li> <li>d. Any downsides to participating?</li> </ol> </li>   <li>2. Have you noticed any changes in the people you work with since [add timeframe for program start]? Please describe.</li>   <li>3. What changes in the social norms or the work environment of your organization have you noticed since participating in the program? Please describe/provide examples.</li> </ol>

	<p>4. How satisfied are you with any new/enhanced healthy offerings at your worksite?</p> <ul style="list-style-type: none"> <li>a. What would you like to see more/less of?</li> <li>b. What would you change?</li> </ul>
Sustainability	<p>1. To what extent do you think you will participate in your employer's health promotion activities over the next few years? (e.g., about the same as currently/more/less)</p> <ul style="list-style-type: none"> <li>a. Do you think other employees will continue to participate at the same/higher/lower levels than they currently do?</li> <li>b. What do you think will influence employees' continued engagement with the healthy offerings?</li> </ul> <p>2. To what extent would you say these healthy activities/policies/supports are becoming part of how your organization operates?</p> <ul style="list-style-type: none"> <li>a. Is employee health/wellness part of the mission/strategic plan/objectives?</li> <li>b. Is it something you would tell people about when describing your organization?</li> </ul> <p>3. How would you like to see the health promotion activities and program offerings expanded over the next few years?</p> <p>4. How do you plan to maintain your healthy behaviors?</p> <ul style="list-style-type: none"> <li>a. How much of this is dependent on your worksite's health promotion program? Would you say: Not at all dependent; Somewhat dependent; Dependent; or Totally Dependent?</li> </ul>
Conclusion	<p>What advice would you give employees like you who would like to improve their health?</p>

