

# Screen Shots of Workplace Health in America Survey – Section 4

KP1.a. – j.

WHPPS x  
<https://survey.rti.org/SE/default.aspx>

**CDC**  
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Now we are going to ask a few questions about the groups or organizations or vendors you may typically partner with in order to offer employee health promotion/wellness programs.

During the past 12 months, did you partner with any of the following to offer health programs for your employees?

	Yes	No	Don't know	Refuse
State/local public health agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health management program and/or wellness program provider/vendor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workers compensation provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health related organization (e.g. American Heart Association, American Cancer Society)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance broker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
YMCA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community organization or business group (Wellness Council, Chamber of Commerce or other business group)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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3:09 PM  
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KP2.

WHPPS

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Next we will ask about incentives you may offer to employees. In this section, you can think of incentives broadly - including incentives that are used to reward participation or behavior change, or penalize employees for not improving health behaviors.

During the past 12 months, have you offered any incentives related to the health promotion/wellness programs you have offered to your employees?

- Yes, we have offered incentives
- No, we have not offered incentives, but we plan to in the next 12 months
- No, we have not offered incentives and have no plans to offer them in the next 12 months
- Don't know
- Refuse

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If KP2. Is NO, DK, REF, skip to WL1.

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KP2. with definition for incentives showing.

The screenshot shows a web browser window with the URL <https://survey.rti.org/SE/default.aspx>. The page features the CDC logo on the left and the 'Workplace Health in America' logo on the right. A progress bar indicates that 77% of the survey is complete. The main content area contains a question: 'During the past 12 months, have you offered any incentives related to the health promotion/wellness programs you have offered to your employees?'. Below the question are five radio button options: 'Yes, we have offered incentives', 'No, we have not offered incentives, but we plan to in the next 12 months', 'No, we have not offered incentives and have no plans to offer them in the next 12 months', 'Don't know', and 'Refuse'. A tooltip is visible over the question text, defining incentives as rewards designed to influence behavior, which can be monetary (cash, gift cards, health insurance premium discounts) or non-monetary (recognition, merchandise). At the bottom of the survey area are 'Back' and 'Next' navigation buttons. The Windows taskbar at the bottom shows various application icons and the system clock indicating 3:11 PM on Wednesday, 1/27/2016.

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**Next we will ask about incentives broadly - including incentives for employees for not improving health.**

Incentives: Rewards designed to influence the behavior of an individual or group. Incentives may be awarded based on participation in an activity and/or on achieving a health standard such as sustaining cholesterol levels or blood pressure within a target range. These rewards can be monetary (e.g., cash, gift cards, health insurance premium discounts) or non-monetary (e.g., recognition, merchandise).

**During the past 12 months, have you offered any incentives related to the health promotion/wellness programs you have offered to your employees?**

- Yes, we have offered incentives
- No, we have not offered incentives, but we plan to in the next 12 months
- No, we have not offered incentives and have no plans to offer them in the next 12 months
- Don't know
- Refuse

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Wednesday  
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KP3.1. – KP3.3.

WHPPS

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How did you use any type of incentive supporting your employee health promotion/wellness program in the past 12 months? Did you offer incentives that were...

	Yes	No	Don't know	Refuse
Tied primarily to participation or attendance in a health programs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tied primarily achieving a particular health standard?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tied to both participation and achieving a health standard?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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If KP3.1, 3.2, & 3.3 are all NO, DK, REF, skip to KP5.

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KP4.

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**We understand that many factors influence whether employees achieve certain health goals, but if you were to focus solely on the use of incentives, how effective were the incentives you offered for achieving their intended outcome?**

- Not at all effective
- Somewhat effective
- Effective
- Extremely effective
- Don't know
- Refuse

Back Next

Next

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KP5.a. – KP5.j.

78%

**What type of incentives did you use in the past 12 months at this worksite location?**

	Yes	No	Don't know	Refuse
Premium discounts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Copay differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coinsurance (the percentage the employee pays after the policy deductible is met) differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cash rewards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Add money to flexible spending accounts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional paid time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gifts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prizes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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WL1.

WHPPS

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**During the last 12 months, did this organization or your health plan offer an Employee Assistance Program (EAP) to employees and/or their families?**

- Yes, for employees
- Yes, for employees and their families
- No
- Don't know
- Refuse

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If WL1. is NO, DK, REF, skip to WL2.

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WL1. With definition of Employee Assistance Program showing.

WHPPS x

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**During the last 12 months, did this organization or your health plan offer an Employee Assistance Program (EAP) to employees and/or their families?**

Employee Assistance Program: A benefit program or set of services offering assistance to employees, their family members and employers for workplace and personal problems.

- Yes, for employees
- Yes, for employees and their families
- No
- Don't know
- Refuse

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WL1.1 – WL1.5.

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Does the EAP offer...

	Yes	No	Don't know	Refuse
Screening, referrals and/or brief interventions for excessive alcohol use?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Screening and referrals to specialized treatment programs for alcohol dependence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Screening, referrals and/or brief interventions for substance abuse?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Screening, referrals and/or brief interventions for stress, anxiety and/or depression?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Screening, referrals and/or brief interventions to identify, prevent and/or treat domestic violence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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WL2.

WHPPS

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**During the past 12 months, did your worksite provide training to prevent bullying or violence in the workplace?**

- Yes
- No
- Don't know
- Refuse

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3:25 PM  
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WL3.

WHPPS x

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During the past 12 months, did this worksite location provide employees with a paid time off (PTO) plan?  
(Note: A paid time off (PTO) plan includes vacation, sick and personal leave in one comprehensive benefit)

- Yes
- No
- Don't know
- Refuse

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If WL3. is NO, DK, REF, skip to WL4.

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WL3.a.

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82%

**Does the paid time off/PTO plan include any of the following:**  
**(check all that apply)**


- Paid sick hours or days
- Paid personal hours or days
- Paid vacation hours or days
- None
- Other
- Don't know
- Refuse

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WL4. – WL15.

WHPPS x  
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82%

**During the past 12 months, did this worksite location...**



	Yes	No	Don't know	Refuse
Provide employees paid time off for hours/days due to illness of the employee or dependents (e.g. paid sick time)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer employees flexible work schedules (Note: flexible schedules can include allowing employees to choose their own starting and quitting times within a range of hours, working compressed work weeks, teleworking and job sharing)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allow employees to work from home?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer disability leave or disability insurance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer paid family leave for new parents? (Note, this includes paternity, maternity and adoption leaves)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allow employees to take unpaid parental leave?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide information to employees about child care services in the community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help employees cover any costs of child care for their children by directly reimbursing for costs or by providing a flexible spending account?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer on-site or off-site child care for employees?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide information to employees about eldercare services in the community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help employees cover any costs of eldercare?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer on-site or off-site eldercare for employees?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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B1.1 – B1.17.

WHPPS x  
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85%

Thinking across all types of employee health promotion/wellness programs, please rate the following on the extent to which each has been a barrier or challenge to this worksite in offering these programs?

	Not at all challenging	Slightly challenging	Somewhat challenging	Challenging	Extremely challenging	Don't know	Refused
Lack of employee interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee distrust of employer-sponsored programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of participation by high-risk employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost (e.g. lack of funds)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of trained and experienced staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicting or competing business demands	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicting or competing employee work-life demands	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about confidentiality/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of access to data (medical, Rx claims, disability, HRA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of integration with other programs/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrating program results	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of qualified vendors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of senior management support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of middle management or supervisor support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes in the regulatory environment (e.g. HIPAA, ADA, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of physical space at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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B2.

WHPPS x

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Workplace Health in America

85%

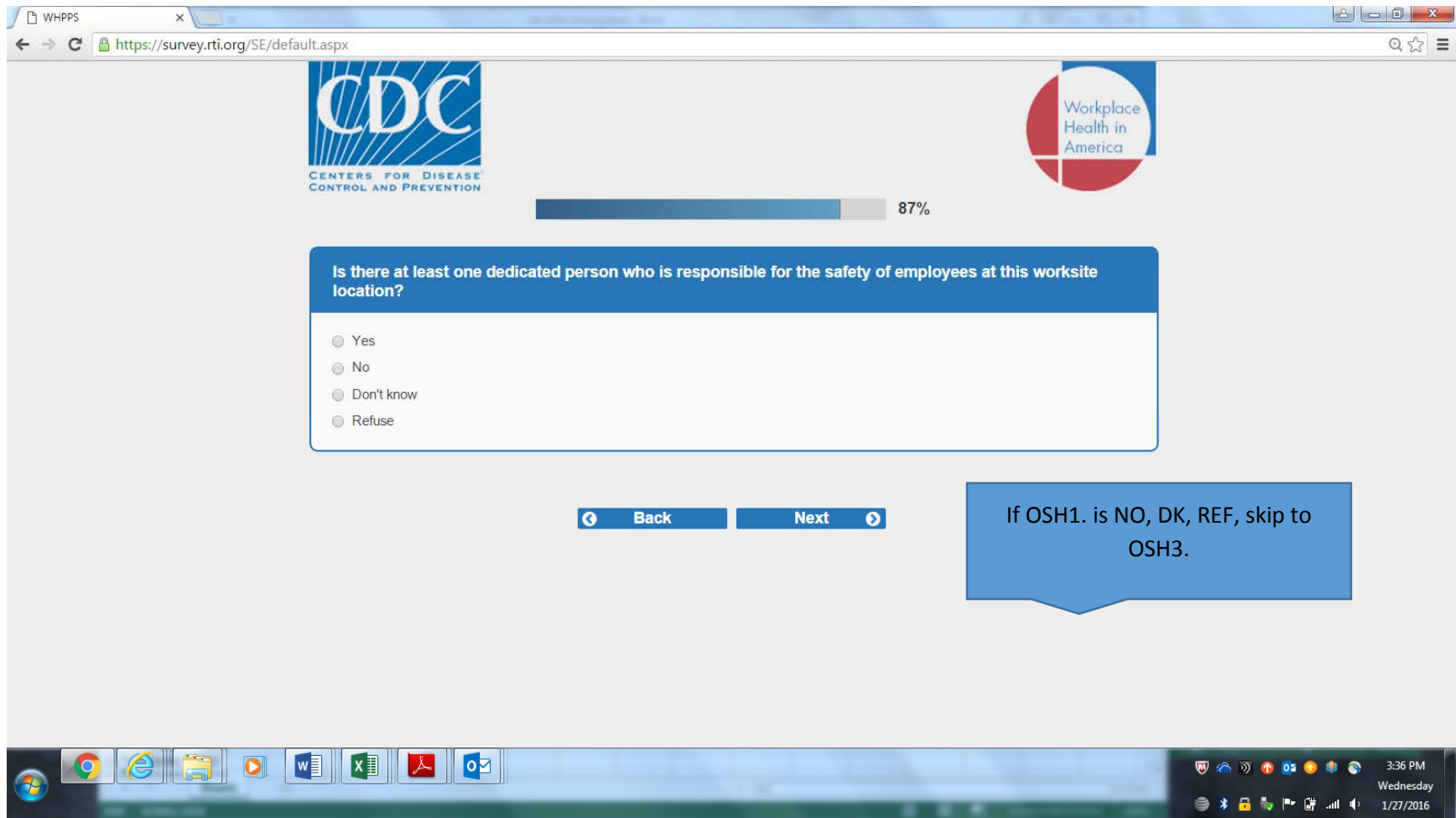
**Of all the barriers or challenges you identified in the previous question, what are the TOP 3 most difficult to overcome when trying to offer health promotion programs at this worksite?**

- Lack of employee interest
- Employee distrust of employer-sponsored programs
- Lack of participation by high-risk employees
- Cost (e.g. lack of funds)
- Lack of trained and experienced staff
- Conflicting or competing business demands
- Conflicting or competing employee work-life demands
- Concern about confidentiality/privacy
- Lack of access to data (medical, Rx claims, disability, HRA)
- Lack of integration with other programs/services
- Lack of integration with other programs/services
- Lack of qualified vendors
- Lack of senior management support
- Lack of middle management or supervisor support
- Changes in the regulatory environment (e.g. HIPAA, ADA, etc.)
- Legal concerns
- Lack of physical space at work
- Don't know
- Refuse

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OSH1.



WHPPS x

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Workplace  
Health in  
America

87%

**Is there at least one dedicated person who is responsible for the safety of employees at this worksite location?**

- Yes
- No
- Don't know
- Refuse

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If OSH1. is NO, DK, REF, skip to OSH3.

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OSH2.

WHPPS x

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Workplace  
Health in  
America

88%

**Does the person who is responsible for employee safety also have responsibility for promoting health/wellness at this worksite location?**



- Yes
- No
- Don't know
- Refuse

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OHS3. – OSH6.

WHPPS x  
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88%

**Does this site...**

	Yes	No	Don't know	Refuse
Have a written injury and illness prevention program?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have a policy requiring or encouraging the reporting of worksite injuries and near misses, and illnesses?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide opportunities for employee input on hazards and solutions to reduce or eliminate those hazards?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide new employees with formal training on how to avoid on-the-job accidents, injuries, and illnesses?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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OSH7.1. – OSH7.7.

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Suggested Sites (2) Suggested Sites

Page Safety Tools

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Workplace Health in America

88%

**Total Worker Health is a strategy that INTEGRATES occupational safety and health with other workplace programs that prevents worker injury and illness and promotes employee health and well-being at work.**

**Are these examples of INTEGRATED programs present at your worksite location?**

	Yes	No	Don't know	Refuse
Senior leadership who demonstrates commitment to both safe work design and worker <u>well-being</u> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan for initiatives that jointly protect worker health, safety and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efforts to protect and promote worker health include changes to improve work design and the work environment, along with educating individual workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efforts to protect and promote worker health that include training of supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees and management work together to set priorities, plan, implement and evaluate both safety and health promotion programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and programming that protects worker health is included with efforts to promote employee well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decision-making about policies, programs and practices related to worker health is coordinated across departments, including those responsible for occupational safety and health and those responsible for health promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

125%

10:08 AM  
Friday  
2/5/2016

OSH8.

WHPPS x

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Workplace  
Health in  
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89%

The next few questions ask about employees based at this worksite who may work outdoors.

Does this site employ individuals who work outdoors?

- Yes
- No
- Don't know
- Refuse

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If OSH8. is NO, DK, REF, skip to E1.

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OSH8.1.a. – OSH8.1.c.

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Workplace Health in America

89%

Does this site offer any of the following that relate to sun protection/skin cancer prevention?

	Yes	No	Don't know	Refuse
Educational information about sun protection to workers through instruction, posters, or brochures?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental approaches to encourage sun protection (e.g. provide sunscreen or shade)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Policies to support sun protection practices (e.g. require sun protective behavior)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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E1.

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Workplace  
Health in  
America

91%

**What training or technical assistance topics would be most useful for the people responsible for promoting employee health / wellness and safety at your worksite? (Check all that apply)**

- Best practices for employee safety and health promotion
- Conducting health and safety risk assessments
- Documenting health improvements and cost impacts of wellness and safety programs
- Laws, regulations, policies and standards related to workplace health and safety programs
- Health care insurance, coverage, workers compensation, and claims processes
- Partnership building, integration, coordination and collaboration
- Leadership and management engagement (Communication, marketing and advocacy)
- Program planning, implementation and evaluation skills
- Other
- Don't know
- Refuse

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E2.

WHPPS x

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92%

**To what extent do you believe that employees work within a “culture of health” at this worksite location?**

(Note: a workplace culture of health is one in which leadership that creates a work environment that values and supports employee health and provides healthy work conditions as the normal way of doing business)

- 1 - Not at all
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 - Completely
- Don't know
- Refuse

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E3.

WHPPS x

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Health in  
America

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**To what extent do you believe that your worksite location has intentionally connected with community-based programs that might benefit the health of employees and their families?**

- 1 - Not at all
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 - Completely
- Don't know
- Refuse

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E4.

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America

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**Are there any other issues we have not yet discussed related to employee health/wellness or safety at your work location that would like to be sure we understand?**

Yes - enter response

No

Don't know

Refuse

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WD1.1. – WD1.4.

WHPPS

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America

96%

For each question below, please estimate the percentage using 0-100%. Please estimate if you do not have precise percentages.  
Considering ALL (full and part-time) employees at this worksite location...

**What percentage of employees are under age 30?**

Don't know  Refuse

**What percentage of employees are age 30-49?**

Don't know  Refuse

**What percentage of employees are age 50-69?**

Don't know  Refuse

**What percentage of employees are age 70 or older?**

Don't know  Refuse

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WD2. – WD5.

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Workplace Health in America

97%

For each question below, please estimate the percentage using 0-100%. Please estimate if you do not have precise percentages.  
Considering ALL (full and part-time) employees at this worksite location ...

**What percentage are female?**

Don't know  Refuse

**What percentage are racial/ethnic minorities (e.g. non-Caucasians)?**

Don't know  Refuse

**What percentage are hourly/non-exempt workers?**

Don't know  Refuse

**What percentage work something OTHER THAN a typical daytime shift or during normal business hours? (e.g. 7-3, 8-4, 9-5, 10-6)**

Don't know  Refuse

3:46 PM  
Wednesday  
1/27/2016

WD6. – WD8.

WHPPS x

https://survey.rti.org/SE/default.aspx

**CDC**  
CENTERS FOR DISEASE  
CONTROL AND PREVENTION

Workplace  
Health in  
America

98%

For each question below, please estimate the percentage using 0-100%. Please estimate if you do not have precise percentages.  
Considering ALL (full and part-time) employees at this worksite location ...

What percentage regularly work remotely or offsite?

Don't know  Refuse

What percentage of employees are under collective bargaining or unionized?

Don't know  Refuse

What percentage are defined as "disabled" according to ADA guidelines (e.g. need accommodations at work)?

Don't know  Refuse

Back Next

3:47 PM  
Wednesday  
1/27/2016

WD9.

The screenshot shows a web browser window with the address bar displaying <https://survey.rti.org/SE/default.aspx>. The page features the CDC logo on the left and the Workplace Health in America logo on the right. A progress bar indicates that 98% of the survey is complete. The main content area contains a question: "What is the average annual percent of employee turnover at this location?". Below the question is a text input field and two radio button options: "Don't know" and "Refuse". At the bottom of the question box, there are "Back" and "Next" navigation buttons. The Windows taskbar at the bottom shows various application icons and the system tray with the date and time: 3:48 PM, Wednesday, 1/27/2016.