

# At-A-Glance: Evaluating your health and well-being program

Measuring your health and well-being program's progress and outcomes is essential for proving its effectiveness and ensuring its continued success. Check-out the Why, What, When and How of evaluating your program.

## Why evaluate?

- To obtain feedback to improve your health and well-being program efforts
- To demonstrate the value of programming to share with stakeholders
- Measure change in biometrics and behaviors
- Secure program resources (e.g. personnel, financial)
- Establish accountability for the wellness program

## When to evaluate?

### Ongoing

- Participation
- Participant satisfaction following a program, seminar, event, etc.

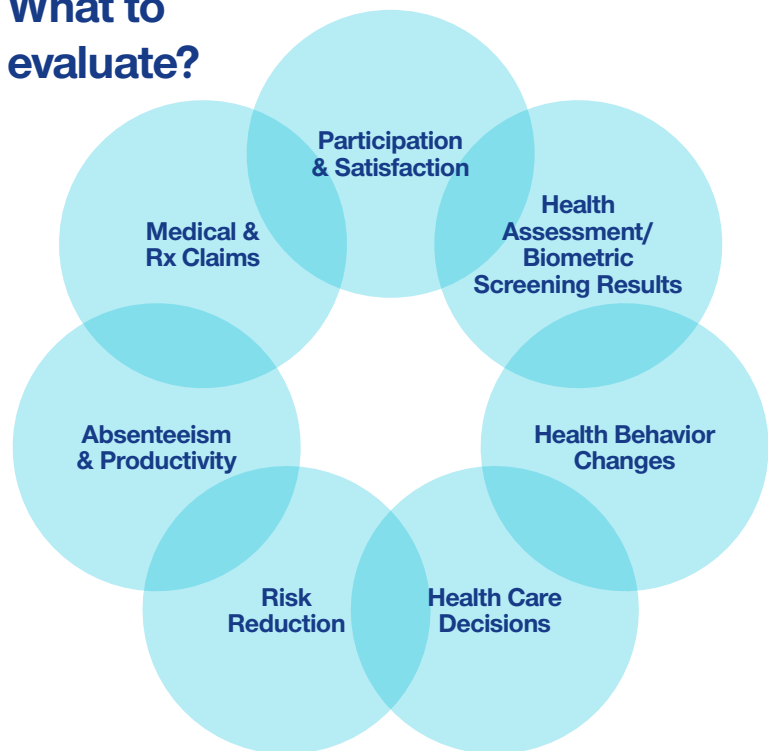
### Annually

- Health Assessment
- Biometric Screening Results
- Medical/Pharmacy Claims
- Healthcare Decisions
- Absenteeism & Productivity
- Worker's Comp

### As Needed

- Health Behavior Changes
- Risk Reduction
- Organizational Health/Culture Assessment
- Wellness Interest/Satisfaction Survey

## What to evaluate?



## How to evaluate?

Based on your program goals and objectives, have your outcomes positively impacted those targets?

Did they:

1. Promote better health
2. Reduce absenteeism
3. Reduce disease burden
4. Increase productivity
5. Decrease health care costs
6. Increase employee engagement
7. Improves healthcare decision-making