

HEALTHWAYS WELL-BEING ASSESSMENTSM

Human performance drives business performance in every organization. Many companies use health risk assessments (HRAs) to understand and improve workforce health and guide programs to reduce healthcare costs. Research increasingly reveals vital linkages between healthcare costs, productivity, physical health, emotional health, health behavior, work environment, social support, and basic access to necessary resources.

The Healthways Well-Being AssessmentSM (WBA) offers organization-specific insight on these interconnected factors. Results magnify opportunities to maximize the outcomes of health and performance program investments, and measure their impact and effectiveness over time.

15 MINUTES TO DEEPER INSIGHT.

The typical HRA covers physical health and it may touch on mental health and health behaviors. In addition to being accredited by the National Committee on Quality Assurance, the WBA addresses more than an HRA, including productivity and six scientifically defined areas of well-being tracked in the Gallup-Healthways Well-Being Index.TM

- life evaluation, or overall outlook
- emotional health
- physical health
- healthy behavior
- work environment and quality
- basic access to health and life resources

Providing a comprehensive view of public well-being in the United States since January 2008, the Gallup-Healthways Well-Being Index (WBI) amasses new data each day. Healthways benchmarks comparable WBA results against national WBI measures. The WBA can also incorporate biometric screening results to further define physical health and modifiable risks.

SIMPLE. COMPLETE. ACTIONABLE.

You provide your population's contact information. We administer the WBA online or on paper. We support the process with a turnkey communication campaign, including:

- An announcement from your senior management
- Advance information and timing details
- An assessment launch with access instructions
- Individualized reminder emails until assessment completion or close date
- Frequently asked questions and incentive considerations

Within 30 days of assessment launch, assuming adequate participation, we can provide your aggregate **Well-Being Report**, including comparisons with national WBI measures. Based on your organization's results, we provide specific recommendations to improve your population's health and well-being.

Each individual receives a personal **Well-Being Plan**, offering tailored feedback to improve health and well-being that reflects the individual's responses and risks. Plans fuel focused progress, guide directed use of online health resources, and shape interactions with Healthways professionals as part of our well-being improvement solutions.



WHY ASSESS WELL-BEING?

Get more from the assessment process than a picture of physical health.

- Understand the interrelationships of social, emotional, and physical health, productivity, absenteeism, and presenteeism.
- Assess the real quality of your work environment: stressors, culture, leadership, and health resources.

Benchmark your organization externally and internally.

- Compare your aggregate results to national measures.
- Identify differences within your organization by business unit or location.

Prioritize investments.

- Improve productivity.
- Reduce healthcare costs.
- Strengthen recruitment and retention.

Improve workforce well-being for a healthier bottom line.

www.healthways.com