

Self-Examination: Status of Employee Wellness



If you believe that employee health and wellness is a stewardship issue, then the next logical step is to do some organizational self-examination. How well are you supporting the health and well-being of the employees that God has entrusted to you?

The purpose of engaging in some organizational self-examination is to get a current picture of employee health and well-being within your workplace.

*Be sure you know the condition of your flocks, give careful attention to your herds;
for riches do not endure forever, and a crown is not secure for all generations.
Proverbs 27:23-24*

In other words, present success does not guarantee future success, so leaders would be wise to be vigilant to pay attention to the welfare of what God has entrusted to them to support their livelihood and fulfill their God-given mission

The goal of the self-examination phase is to address three key questions:

1. How are my employees doing? What are the key health/well-being issues affecting my employees?
2. How is my organization doing regarding factors that may be related to the health and well-being of my employees?
3. How do my employees feel? As they serve by committing their time and talent to my organization, what health and well-being related issues are they most concerned about?

Here are a few questions and sources of information that you most likely already have available to you to help you assess the health and well-being of your employees:

| Question | Information Source(s) |
|---|--|
| What are the most prevalent health conditions my employees are dealing with? What are the unhealthy behaviors (if any) that are most closely associated with those conditions? Are there any identified gaps in care? | Medical/Pharmaceutical/Disability/Workman's Comp claims, Telemedicine utilization, EAP utilization, Absences/sick day tracking |
| Are my employees using available resources to be a proactive manager of their health and well-being? | Preventive care utilization data, EAP utilization |
| How are we doing on measurable organizational factors that may be indicative of employee health and well-being? <ul style="list-style-type: none"> • Number of hours worked • Vacation time utilization • Turnover rate • Employee engagement (employee engagement and employee well-being are closely associated). | Payroll, Time tracking software, Employee engagement survey results |
| What health and well-being related issues are my employees most concerned about as they go about their workday? | Employee surveys, Employee focus groups, Employee Wellness Committee |

Source:

<https://www.cdc.gov/workplacehealthpromotion/model/assessment/index.html>

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