

*As part of the Work Well-Being Awards, we encourage the use of Best Practices:*

- 1. Upper Management Support.** A commitment from the top is key to the success of any wellness initiative. Strong senior level support shows a commitment to employees' health and well-being. Ideally, your management team model healthy behaviors.
- 2. Creation of a Wellness Council.** These individuals will drive program development, implementation and evaluation. Your council should include a variety of people from all levels of your company and create employee ownership and involvement.
- 3. Collect Data That Will Drive Health Initiatives.** Gathering data to assess employee health interests and risks will help you develop your program. The wellness initiatives that you choose should be driven from your data.
- 4. Crafting an Operating Plan.** This is important for your program's success and should include a mission statement along with specific, measurable short- and long-term goals and objectives. A written plan provides continuity when members of the wellness committee change.
- 5. Choose Appropriate Health Initiatives.** The health initiatives that you choose should be determined from the needs and interests of your employees. Wellness events and activities should be cohesive with your goals and objectives and should align with what both management and employees want from a wellness program. They should be practical and assessible to them.
- 6. Create a Supportive Environment.** A supportive environment provides employees with encouragement, opportunity and rewards. Your workplace should celebrate and reward health achievements of individuals and as an organization. Most importantly, be sure to involve employees in various aspects of the wellness program, including in its design, implementation and evaluation.
- 7. Consistently Evaluate Your Outcomes.** Evaluation involves taking a close look at your goals and objectives to determine whether you achieved your desired results. Evaluation allows you to celebrate goals that have been achieved and to discontinue or change ineffective initiatives.

*Source: Utah Department of Health, EPICC Program*