

Blue Edge ROADMAP TO A HEALTHY ORGANIZATION

Organization Name: _____

Date: _____

Click on the blue circles to mark each action your organization supports.

	BUILDING FOUNDATIONS	CREATING HEALTHY HABITS	SUSTAINING CHANGE
	Incorporate at least 1 action item	Incorporate 1-2 action items	Incorporate 3+ action items
LEADERSHIP SUPPORT	Leadership engages through any of the following:	Written and/or verbal communication Leaders highlight and celebrate wellness Part of a corporate strategic plan Wellness is part of the company's vision/mission	Wellness participation is supported as schedule allows Leadership participates in the wellness program and community Blue Edge funds, in-kind contributions, and additional financial contributions
	Incorporate at least 1 team element	Incorporate 1-2 team elements	Incorporate 3+ team elements
WELLNESS TEAM DESIGN	Required for all levels: Regularly scheduled wellness team meetings	Enhancing team elements: Lead has employee wellness efforts as part of their job description or annual performance goal	Dedicated wellness contact Has a formal wellness committee or team with diverse representation, responsible for planning and promoting wellness
	Utilize 1-2 sources of data	Utilize 2-3 sources of data	Utilize 3+ sources of data
DATA	Use data from any of the following sources:	Health assessment/biometric screenings Health interest survey or focus group to assess employees' wants, needs and feelings Vendor data (EAP, WC, dental, etc.)	Blue Cross VT analytic data Culture/engagement survey
WELLNESS STRATEGY	Responsible for planning and delivering various awareness-raising wellness activities throughout the organization based on data	Responsible for planning and delivering various awareness-raising wellness activities throughout the organization based on data Promote at least one initiative that addresses musculoskeletal, circulatory, or mental health Evaluate wellness program annually	Responsible for planning and delivering various awareness-raising wellness activities throughout the organization based on data Promote at least one initiative that addresses musculoskeletal, circulatory, or mental health Create supportive environments or wellness policies/benefits Regularly track participation, outcomes, and engagement of wellness initiatives, program, or culture
INITIATIVES TO SUPPORT THE WHOLE EMPLOYEE	The goal is for the organization to support the full spectrum of health and wellness: Physical Mental/emotional Social Spiritual Work/career Community Financial		
TYPES OF PROGRAMMING	Awareness and/or education	Awareness Education Behavior change	Awareness Education Behavior change Cultural enhancement Facilitating connection
INCENTIVE COMPONENTS & PARTICIPATION GOALS	Wellness Assessment: 15-29%	Wellness Assessment: 30-39% Preventive Care: 30-39%	Wellness Assessment: 40%+ Preventive Care: 40%+ Participation in wellness program
WELLNESS FUNDING			

Comments/Next Steps: