



HOW TO INCREASE THE EFFECTIVENESS OF YOUR HRA

The cycle of an effective wellness program from the viewpoint of a corporate wellness coordinator starts here:

1 PLAN

- Build** the business case for wellness to management.
- Create** a mission statement and set long-term objectives.
- Promote** the program to employees.

2 ASSESS

- Offer** an online or paper lifestyle questionnaire.
- Conduct** health screening to collect biometric data (optional).
- Address** confidentiality issues.

3 DISCOVER

- Review** aggregate group results.
- Identify** prevailing health risks in your company.
- Set** corporate health goals for improvement.

4 FOLLOW UP

- Inform** employees of their assessment results and educate them on improving their health.
- Refer** high-risk employees to their healthcare provider for follow-up.
- Invite** employees to enroll in needed intervention programs.

5 INTERVENE

- Offer** group programs to reduce risks and enhance health.
- Provide** self-study guides and online interventions.
- Enlist** a health coach for one-on-one support in making lifestyle changes.



6 MOTIVATE

- Communicate** health messages to your employees throughout the year to inspire commitment to a healthier lifestyle.
- Sustain** their interest by offering a variety of health information resources – online or print.
- Provide** incentives and tie participation to your employee benefits program.

7 TRACK

- Design** a way to log participation in events and completed health activities.
- Gather** data to track employee progress toward health improvement goals.
- Offer** awards and recognition for personal accomplishments.

8 EVALUATE

- Repeat** the assessment annually to capture changes and improvements.
- Analyze** trends and savings in productivity, work loss time, and healthcare expenses.
- Adjust** your corporate culture as needed to promote a healthy work environment.

