

# Wellness & Work/Life Programs Checklist

As employers assess the effectiveness of their existing wellness and work/life programs or seek to expand them as part of their integrated programs, there are several questions they can ask to get started.

KEY QUESTIONS	ANSWERS	COMMENTS
<b>Does your organization offer the following wellness benefits?</b>		
HRAs		
Disease management		
EAP services		
Biometric screening		
Weight management/nutrition education		
Fitness programs		
Smoking cessation programs		
Personal health coaches		
Onsite health services		
Other		
<b>Does your organization offer the following work/life benefits?</b>		
Training/education assistance		
Transportation benefits		
FSAs		
Legal assistance/financial planning		
Concierge services		
Other		
<b>How well are these programs perceived to meet your population needs?</b>		
Do you collect participation data?		
Do you monitor your utilization rates for various services? If so, how do they relate to those of other similarly situated firms?		
Do employees have a way to provide feedback on the programs?		
What is the opportunity to integrate these programs with your disability, workers' compensation, healthcare, and time-off programs currently offered?		
Who are the vendors you currently work with to provide wellness and work/life programs?		

**KEY QUESTIONS**

**ANSWERS**

**COMMENTS**

Do any of these vendors also provide or have strategic alliances with your disability, workers' compensation, or group health vendors?

Do you have the ability to integrate services across other vendors (e.g., disease management, group health, behavioral services, EAPs, etc.)?

Do you have the capability to run/view reports on usage, costs, or other parameters? Then make key comparative points over time?