

SMALLSTARTS @WORK

Quick Start Guide

Tips, ideas, and advice for starting a successful workplace wellness program.

Be the Example — Walk the Talk:

Leaders need to be fully committed to the effort and model healthy behaviors in order to have real culture change. Be sure to get senior people in your organization on board from the start.

Enlist a Team:

Recruit colleagues to join a health promotion council or committee. You'll need broad engagement and buy-in from employees to have sustainability.

Communicate:

Announce your new efforts and get your colleagues excited to take part. Communicate regularly with employees using consistent messaging. Use email, bulletin boards, and newsletters to keep health and wellness topics top of mind.

Identify a Wellness Champion:

Designate an individual responsible for designing, implementing and communicating (or advocating for) the initiative. The key attribute to look for is enthusiasm for worksite wellness and the ability to positively influence fellow workers! He or she will help drive engagement in the activities and rally others to participate.

Name the Initiative:

Branding your healthier workplace initiative will help to ensure its success, making promotion and communication easier, which will be key to building participation.

Assess Your Workplace:

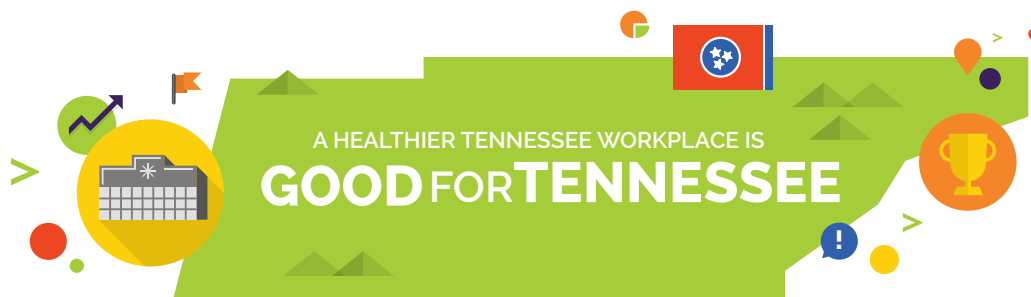
Conduct an assessment of employee interest and health challenges, and continue to monitor and measure progress over time.

Track & Recognize:

Tracking participation and progress will be key to demonstrating the value of the initiative. You'll also want to reward and recognize people for participation and achievement to keep them engaged.

Wrangle Some Resources:

Try to secure dedicated resources but realize that an effective program does not necessarily require a big capital investment.



Visit healthiertn.com/workplace for more details.