



Health assessments are used to get a better picture of employees' health behaviors and determine how well they meet the current recommendations for "good health". When employees complete their health assessment, they receive immediate, personalized feedback with tips on how they can improve.

Health assessments can*:

- Empower the employee by providing tools to monitor his or her health, through lifestyle changes, over time
- Help employers measure and monitor the health of their overall employee populations and build results oriented health promotion programs
- Engage both employers and employees in the health management process

Target audience for a health assessment



All employees can benefit from completing their health assessment. They will get important feedback on their health, including:

- Ways to improve
- Preventing future health problems
- Helpful tips for living a healthier life

Health assessments and the Population Health Management program

This comprehensive tool asks a series of questions covering smoking, safety, stress, nutrition, physical activity, prevention and health history. The health assessment also evaluates certain biometric measures, including weight, height, blood pressure, blood cholesterol and blood glucose.

A confidential, personalized report is automatically generated and provided to employees. Each individualized report includes summaries of the employee's results, as well as suggested action plans and resources to help them better manage their health behaviors and risks.

Timeline for launching campaign**

A health assessment can be taken at any time. It is recommended that you hold an annual campaign to encourage employees to check in with their health.

Suggested Timeline:

14 weeks prior to health assessment launch - Select your incentive (if applicable)

12 weeks prior to launch - Create your communications campaign/plan

8 weeks prior to launch - Finalize and distribute your initial communication announcing the program

1-4 weeks prior to launch - Send a a reminder email

Launch day - Send eligible employees an email with instructions on how to access and complete their health assessment

One week before the end of the campaign - Send a final reminder email to those who have not yet completed their health assessment

1-2 months after the campaign is complete - Review aggregate report (if applicable) to determine the overall health of your population



* Hunnicutt, D. (2008). The Benefits of Conducting A Personal Health Assessment. WELCOA's Absolute Advantage, 7(7), 2-9.

** Hunnicutt, D. (2008). 12 Steps To Successfully Implementing Your Health Risk Appraisal. WELCOA's Absolute Advantages, 7(7), 21-33.