

Evaluation Options

Participant Feedback

Have employees complete an evaluation form at the end of each wellness presentation (i.e. speaker, workshop or event). Use the data to determine how useful the presentations are and how they might be improved.

Health Status Questionnaire

Conduct an annual health status questionnaire. Use the information to track changes in behavior and risk factors. The data will help you determine how effective your program may be at improving overall health. The data can also help you develop policies or programs to address new issues.

Wellness Objectives Evaluation

Evaluate each of the wellness objectives that your wellness team or coordinator developed. For example, let's say one of your objectives was to have 60% of the organization workforce participate in one or more wellness program activities during the year. What percentage participated at the end of your first year? By evaluating each objective, you can determine what programs and policies are doing well, which need to be modified, and which need to be cut.

Employee Satisfaction

Measuring employee satisfaction of your worksite wellness program is one of the simplest ways to evaluate your program. The information you learn can give you a general idea about who is participating and what components are the most popular. At the basic level, collecting employee satisfaction data includes the following:

- Tracking the number of employees enrolled and participating in the program
- Tracking the number of hits to the worksite wellness section of your website
- Conduct observations or counts (i.e. track number walking at noon)
- Conducting participant satisfaction survey, focus groups, or interviews
- Tracking policy or environmental changes (i.e. conducting a Worksite Health Access Survey every year and comparing the results to past surveys)

Outcome Evaluation

Outcome evaluations are a bit more complicated than other forms of evaluation because they take more work to gather the information. Outcome evaluations include the following:

- Pre- and post- surveys measuring changes in attitudes, knowledge, and current eating and physical activity habits
- Tracking the sale of vending machine items (arrange with vendor to track selections)
- Tracking the sale of cafeteria menu items
- Comparing aggregate data from company health screenings (i.e. blood pressure, cholesterol, body weight, BMI) conducted before and after a wellness program was implemented
- Tracking corporate healthcare costs and return on investment

Organizational Indicators

Organizational indicators should be tracked over time. These include the following:

- Number of employees participating in wellness activities
- Number of worker compensation claims filed
- Number of lost work days due to work-related injuries
- Number of sick days per period of time
- Number of disability days per period of time
- Number of occupational injuries per 1,000 employee work days
- Number of early medical retirements per period of time
- Number of terminations for health reasons
- Per capita health benefit claims cost
- Per capita worker compensation cost
- Per capita sick leave absenteeism cost
- Per capita disability claims cost