

Avera@Work

Business Needs Self-Assessment

Sometimes the first step to building a wellness program is the most difficult —knowing where to start. This assessment will help you understand your needs and customize a better business health package. A comprehensive wellness package can help your employees be happier and healthier and improve your company’s productivity.

Tell Us About Yourself

Company name _____

Industry _____

Number of employees _____

Number of stores/locations _____

City and states you operate in _____

The following questions are all Yes/No answers and have check boxes related for both answers.

General Workforce Health

Y N

- Our employees require physicals and medical examinations upon hire.
- Our new employees require special verification such as DOT exams.
- Our employees are getting their recommended health screenings and vaccinations. (i.e., mammography, colonoscopy)
- Our worksite has commitment from key stakeholders to enhance employee health. (ie., senior management, CEO, human resources)
- Our worksite provides and promotes information and programming for lifestyle factors such as nutrition, tobacco cessation, weight management, stress and/or physical activity.
- We have noticed consistency in sick days or lost productivity from work or non-work related injuries or illnesses.

Questions/Comments _____

Health & Wellness Programs

Y N

- We have an employee assistance program.
- Our employees are asked to participate in a wellness program.
- We can effectively measure utilization within our wellness program
- Our employees sometimes struggle with tobacco use, weight management, diabetes, or other common health issues, effecting productivity.
- Our company has services for employees who struggle with substance or gambling abuse.
- Our worksite offers biometric screenings. (i.e., cholesterol, blood sugar and blood pressure)
- We have had employees suffer a workplace injury due to the influence of drugs or alcohol.
- We have employees who miss work due to depression or other mental health issues.

Questions/Comments _____

Continued...

Workplace Management

Y N

- Our management team is trained to deal with conflict in the workplace.
- Our management team is experienced in employee conflict or crisis in the workplace.
- Our management knows how to handle a crisis at the workplace in the event of a natural disaster or shooting.
- We provide management various opportunities for more education on being more productive or a better leader.

Questions/Comments _____

Workplace Injury Prevention and Wellness

Y N

- Our employees have workstations that support injury prevention .
- Our company must meet certain OSHA regulations.
- Our employees are at risk for hearing or vision loss.
- Our employees experience workplace injuries. Check all that apply:
 - Limbs such as legs, arms, hands, feet
 - Joints such as knees, shoulders, hips, elbows, ankles, wrists
 - Mid, lower, or upper back and neck pain
 - Headaches, migraines, eye strain
 - Injuries from repetitive motions such as carpal tunnel syndrome
 - Other: _____

- Our company has a program in place to reduce the risk of injury and improve recovery time in the event of injury.

Questions/Comments _____

Employer Insurance and Benefits

Y N

- We are aware of health insurance options with Avera Health Plans and the potential to save on our health care costs.
- Our company is aware of the Affordable Care Act, works with a licensed insurance agent and fully understands our health insurance options.
- We understand how to reduce high dollar claims, have an employee wellness program, and offer preventive services and annual health screenings.

Questions/Comments _____

Avera@Work: Your Comprehensive Business Health Solution

Avera@Work pools the resources of Avera, the region's largest health care system, to package innovative employee health and wellness tools for small and large businesses.



Whether you're looking for a comprehensive business health strategy, a new program or better pricing, Avera@Work has options for you.

Email an Avera@Work representative today at businesshealth@avera.org to learn more and discuss your needs.

