



Evaluating your workplace wellness program

Your workplace wellness program should include mechanisms for regularly monitoring progress and evaluating the success of the program.

For example, you can track the number of participants in a given activity or the number of employees who indicate support for some or all components of the program. One effective way to evaluate the program is to do an annual employee survey.

Regular evaluation of your program will help identify

- challenges or issues, along with suggestions for improvement or change;
- areas of excellence (e.g. popular program elements that demonstrate employee buy-in and participation); and
- relevant factors or barriers that may affect participation levels.

When you evaluate your program, you can also track core measurables such as

- absenteeism;
- employee turnover rates (organizations with proven wellness programs tend to experience less turnover and reduced absenteeism);
- the cost of your employee assistance program;
- the cost of benefits, including short- and long-term disability payments;
- the cost of your drug plan;
- workers' compensation costs;

- workplace incident rates and health and safety records;
- employee participation levels in specific areas of the wellness program (e.g. fitness offerings, health promotion or health awareness events and activities);
- level of employee awareness about healthy lifestyle topics; and
- employee morale and job satisfaction.

As your program evolves, continue to evaluate it and make changes as needed so that the program remains fresh and practical each year. Along the way, share your successes with others, learn from your mistakes and modify your activities.

If you pay attention to the key elements of your wellness program and communicate openly and continuously while you're planning and delivering it, you'll lay a solid foundation for the future of your wellness program. This foundation builds goodwill with your employees and demonstrates your organization's interest in promoting optimal employee health and wellness.

Learn more

[An Environmental Scan of Workplace Wellness Programs in Alberta](#)

A study of workplace wellness programs, including their evaluation, through the Alberta Centre for Active Living.

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