

1. Three years from now, what do we want wellness to look like at this organization?
(Cultural shift, environment that supports healthy decisions – healthy vending, marked walking paths, linked to safety, “Why do we care?,” well-being as an expectation of employment)
2. How does well-being need to support our strategic business objectives? *(Contain health care costs, improve engagement, help employees be more productive, reduce turnover, reduce disability, etc.)*
3. What should employees be responsible for?
(Taking care of their health, getting preventive care, using benefits wisely)
4. How do our benefits need to support wellness?
(Promote consumerism, reward good health, manage conditions, encourage preventive care)
5. How can we engage leaders?
6. What would promote a culture of well-being at this organization?
(What else can/should we do to get the momentum going for wellness and truly make it a part of our culture? What programs/activities would work?)
7. What barriers exist? How can we mitigate these barriers?
(Perceived lack of access to doctors, sustaining a cultural initiative when not everyone is eligible, reaching those who do not work year-round, reaching those at small worksites, confidentiality)
8. What should we measure? How will we measure this?