

# Organizational Health Assessment

## And Workplace Strategies

Workplace wellness promotion is important because healthy employees demonstrate increased productivity and lower risks for chronic disease, which in turn will help lower healthcare costs for the organization. It is important to provide employees with a work environment in which healthy choices are readily available and can become daily and lifelong habits.

Rate your workplace. Give yourself one (1) point for each strategy.

- Have a functioning wellness committee.
- Provide nutrition classes.
- Encourage healthy foods from your cafeteria, catering truck and other vendors.
- Maintain a smoke-free campus and/ or smoking-cessation resources.
- Provide an ergonomically functioning workplace.
- Have wellness resources available (i.e., nutrition, physical activity, stress management, smoking).
- Issue regular messages from the CEO and senior management in support of employee health.
- Provide a safe environment (i.e., OSHA, stairwells, breastfeeding room).
- Provide yearly Health Risk Appraisals to employees.
- Provide health and fitness assessments.
- Provide a health insurance plan for employees.
- Have easily accessible water such as tap water and working fountains.
- Offer nutritious options in common work areas (i.e., low-fat milk in the refrigerator, fruit bowls in the break room).
- Implement activity breaks during extended meetings.
- Provide a space for employees to exercise during lunch or after hours.
- Offer health membership discounts, support walking programs or other group fitness activities.
- Permit time during the workday to participate in physical activity.
- Maintain clean and safe eating areas to encourage brown-bag lunches.

Total Points:

Continued

### Point Scale for Rate Your Workplace

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**0-6 Points:** There are ways we can support you in starting or improving your wellness program. Completing this form is a great first step! By using the resources below, establish a few important steps to take. Start by identifying the most important and realistic changes you could make this year.

Next steps:

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**7-12 Points:** You are on the right track! Using the suggestions listed on this handout, try to provide one or two new additions to your wellness program this year.

Next steps:

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**13+ Points:** Keep up the great work! By providing your employees with these healthy options, you'll see a return on your investment over time. Be sure to evaluate your program with your employees to look for ways to improve and stay relevant. Go to Dairy Council of California's Worksite Wellness online toolkit to find new, low-cost ideas you can implement.

Next steps:

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### Here are some resources and helpful tools...

- Invite health professionals from local hospitals or clinics, such as a dietitian, to sponsor 'lunch and learn' presentations.
- Visit [www.dairycouncilofca.org/workplace](http://www.dairycouncilofca.org/workplace). Here you'll find handouts for Health Risk Appraisals, Healthy Food Choices in the workplace, Physical Activities in the workplace and much more.
- Find certified personnel to conduct health screenings and assessments such as body-fat percentage, bone density, blood pressure and cholesterol testing.
- Encourage support groups for weight loss, stress management and smoking cessation.
- Provide useful wellness incentives such as pedometers to help employees track their walking or offer resistance bands for office exercise.
- Provide wellness resources that promote behavior change. For nutrition education booklets: [www.dairycouncilofca.org/workplace](http://www.dairycouncilofca.org/workplace). For personal nutrition and physical-activity assessment online tools, please go to [www.mealsmatter.org](http://www.mealsmatter.org).