

WORKPLACE WELLNESS

Provided by 1706 Advisors



Wellness as Employee Performance Goals

If you believe that employee health and wellness is truly important to your company's success, you may want to incorporate wellness into your company mission statement, value proposition or goals. To get employees involved, consider adding a wellness component to your annual employee goals.

Creating Employee Wellness Goals

Before asking employees to set individual goals, add a wellness statement to your corporate vision, mission or goals to demonstrate the company's commitment to employee wellness.

Managers should set their own wellness goals, as well as act as positive wellness leaders, encouraging and supporting other employees. Consider providing training or educational materials for managers in order to equip them to lead in this regard.

The next step is incorporating wellness into employees' annual goals. Encourage each employee to formulate at least one wellness goal that is relevant to achieving or maintaining a healthy lifestyle. This should not be in the form of reaching a certain weight or milestone but rather taking specific actions to improve health and wellness. For instance, goals can relate to participation in wellness programs or smoking cessation efforts, attending health classes or working toward certain safety objectives. Make sure goals are attainable, assessed fairly and in compliance with any applicable legal considerations, such as the Americans with Disabilities Act.

Examples of Employee Wellness Goals

When forming performance goals for wellness, employees should have the freedom to choose goals that address their health needs.

Examples of specific employee goals could include the following:

- Cooking healthy meals at least three times per week
- Drinking water during the day at work, instead of soda or juice
- Participating in a company-sponsored smoking cessation program
- Taking company-sponsored safety classes related to the employee's job
- Participating in a disease management program to manage a chronic condition
- Logging a certain number of daily or weekly steps on a pedometer

Achieving Success

Communicate clearly with employees when deciding to incorporate wellness into corporate and individual performance goals. Emphasize how wellness is integral to your company's success and explain why. Demonstrate how tying wellness to corporate objectives will allow each employee to contribute more to the company, while also helping them develop healthier, safer habits that will benefit their lives.