

Involving Families and Doctors

Although the workplace is an important site for wellness initiatives, extending your efforts beyond the workplace can increase the percentage of healthy, low-risk employees at your company. Healthy employees are more likely to be productive at work and incur fewer health care expenses.

Your program should use several methods to promote wellness efforts beyond the workplace. Self-care, family participation and health care provider involvement have been shown to improve a person's success in adopting and maintaining healthy habits. Anything you can do to encourage employees and their families to be actively involved will complement your workplace wellness program.

Self-care

Self-care, or personal interest in one's well-being, is important because you want employees to be proactive about their health. Examples of self-care include exercise, diet monitoring and following medical instructions to manage health conditions. Through self-care, employees are empowered to take charge of their own health and to make better decisions. To encourage self-care, provide easy-to-understand educational resources to employees about the importance of being active, eating well, smoking cessation, and how to manage and prevent chronic conditions.

Family Involvement

Healthy behaviors can be influenced and reinforced by family members' habits. The healthier family members are, the more likely your employees will be healthy. Get everyone involved by sponsoring events including employees' spouses and their children, and provide education about living healthy as a family. Allow flexible scheduling for increased family time, especially when employees and their children are sick.

Health Care Provider Involvement

Because there are many aspects of wellness addressed in the health care setting, working closely with health care providers is essential. Encourage participants to establish a solid relationship with their health care providers so prevention and treatment of health conditions can be coordinated with your program.

As a starting point, create a follow-up plan for health risk assessments and biometric screenings. Have a systematic referral plan in place for screening results requiring a medical follow-up so employees can address high-risk health factors quickly.

By following the tips above, you can increase involvement in your workplace wellness plan, encouraging employees and their families to live healthier and reduce their health care expenses.

Source: Wisconsin Worksite Wellness Resource Kit

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