



# The Root of it All

Assessing Your Workforce Health Risks and Perceptions



ManageWell®

## Business Challenge: Better Health That Saves

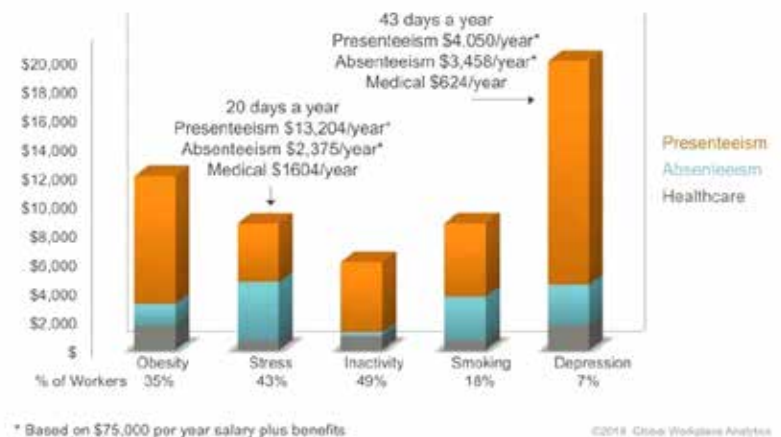
We ask a lot of our employees: early mornings, late nights, weekends and travel. We need out-of-the-box thinking that takes sustained mental focus. We rely on their emotional intelligence within cross functional team work, and require agility to produce for those last-minute deadlines.

Endurance. Flexibility. Strength. Focus. Time and time again.

## But What Happens When Employees Get Ill?

Chronic disease costs American corporations \$84 billion annually in lost productivity. Combined with the fact that out-of-pocket health care spending is rising twice the rate of wages, it's time we get to the root of poor health and expenses.

**But in wellness, if the goals are to get employees to healthy and to save on health-related expenses, how can we be sure what data points get us there? And once we have the data, how do we make it relevant and meaningful?**



*“The health assessment sets in motion the behavior change process that is a key driver of risk reduction and cost savings for individuals and organizations.”*

*Philip Hagen, M.D., M.P.H. • Medical Director, Mayo Clinic Healthy Living*

## Step #1: Discover Your Risks

- **Assess for Health and Lifestyle Risks** Wellvation's Health Assessment identifies the root causes of disease that are driving health costs and determines their prevalence. With total population and individual risk data, you can focus programming towards the indicators with the strongest links to health improvement.
- **Assess Actual vs. Perceived Health** Our perception is our reality, and it can motivate or stagnate. Wellvation's Health Assessment uncovers the disparity between perceived (beliefs) and actual (measured) health to create powerful teaching moments.
- **Assess Readiness to Change** Change doesn't happen in an instant: It's a process that requires motivation. Wellvation's Health Assessment meets employees where they are on their Readiness to Change continuum, so you can match programming to motivation for a win. No judgement. No pressure. Just data and knowledge that supports their personal journey.
- **Customize** Science is king, but personalization is better. You want to dive deeper into a specific disease category? Wellvation's Health Assessment can add questions specific to your workforce's health needs.



With Wellvation you get **Mayo Clinic's** regularly validated assessment.

A **validated**, workforce health assessment incorporates **the best and latest** medical, behavioral, and education understanding.

## Step #2: Activate

You've got the data. Now let's use it to build relevant and meaningful programming that improves health and controls costs.

- **Inform your strategy** Establish a workforce baseline risk profile, design intervention strategies, segment and prioritize populations, track changes over time, and measure programming impacts. Wellvation will coach you through set up to get the customization you want with the automation you need.
- **Personalize employee plans** Employees can set goals specific to their Health Assessment data, receiving alerts, recommendations, programming, and Mayo Clinic health information specific to them.
- **Incentivize** Wellvation's Health Assessment plus Incentive Manager is the gold-standard, 1-2 punch that moves employees out of their comfort zone to choose the challenges they need for better health.
- **Incorporate Learnings** Participation, engagement, health status and trend data is all at the touch of a button, so you know what is working and what needs a refresh. Clear visual reports communicate program value and impact to both top decision makers and participants.



Mayo Clinic's proprietary risk stratification model is **the result of decades-long, multidisciplinary collaboration among medical and behavioral experts**. Risk calculations, aligned with national standards, ensure that participants are stratified into appropriate risk categories. Its not just the number of health risks, but which ones have the **biggest impact on health costs**.

*Understanding your data is a crucial part  
of closing the gap between  
Strategy • Execution • Results*

## Step #3: Why Perceptions Matter

Mayo Clinic's study comparing patients who self-reported heights, weights and Body Mass Indexes (BMIs) against their actual measurements found that medically obese patients inaccurately perceived their BMI categories. Even more stunning is that perception accuracy decreased as BMI increased, meaning that more obese the patient was, the less obese they thought they were.



Perception of health can affect actual health; primary care and prescription medication utilization rates; as well as **influence motivation to make changes**

## What We've Observed

78%

Average percent of Workforce Population that believes they are in Excellent/Very Good Health

26%

Average percent of Workforce Population that measures for Excellent/Very Good Health

- Women tend to have a greater perception disparity.
- Weight, nutrition and stress are top three most common misperceived health risk factors.
- Employees who measure for one health risk indicator, typically have multiple other risk factors.

Wellvation changes the emphasis of health education to an integrative approach that focuses equally on modifying employee perceptions, increasing self-awareness, and changing health behaviors.



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