

The 5 mistakes 73% of wellness programs make

Health and wellbeing programs are becoming commonplace. In order of importance, the workplace is matched only by the education system as the most significant setting to address chronic disease and promote wellness.

The many benefits of health and wellbeing programs are well documented but organisations are often unsure how to implement a successful program and how they can engage high risk employees. The 5 points below are the most common mistakes made by organisations.

1. No initial research

Many organisations do little or no initial research or needs assessment. How can you have any impact if you don't know what the actual organisational needs? Programs are soft and cuddly and don't really have a clear WHY and SMART goals. Build the foundations first.

2. No metrics

This is the biggest and most common error. Why implement something if you cannot measure its impact. Organisations spend a lot of money on health and wellbeing programs but often have no metrics or have metrics that are irrelevant to what the organisation actually needs.

3. Low Engagement

Healthy people will generally participate in health and wellbeing initiatives, how will you get the unhealthy individuals involved. These are your most at risk so their involvement is essential. Consult them and see what motivates them.

4. No Management support

The most successful wellbeing programs have all levels of management involvement and participation. This does not mean senior executives are marathoners, it does mean they are seen to participate in the program and endorse employee participation.

5. Not relevant or realistic

If you have a workforce that is labour intensive, providing exercise as the main part of your program will prove difficult, especially if they work 10-12 hour days. You need to focus on the realistic solutions. The same goes for providing work lunches with pastry, meat pies and sausage roll or having unhealthy vending machines in the workplace. Make it easy for employees to participate and make the right choices.

For further assistance or advice contact us now at info@logichealth.com.au or call 1300 316 774

<http://www.logichealth.com.au/>