

Benefits of Having A Structured Wellness Program



WE BELIEVE
BEHAVIOR
CHANGE

CHANGES LIVES

THAT'S WHY WE'RE DIFFERENT ▶

YOURQUEST
Personal Health Solutions

What to expect

1. Why Wellness
2. Cost of Chronic Conditions
3. How People Change
4. Legal Compliance
5. Wellness Committee
6. Wellness Plan
 1. Vision
 2. Goals
 3. Success
7. Rewards



Reasons Why Your Company Needs A Wellness Program

Benefits of worksite wellness programs for Employers include:

- Reduced healthcare costs
- Decreased rates of illness and injuries (Less Workers Comp Claims)
- Reduced employee absenteeism
- Improved employee morale
- Increased productivity

Benefits of worksite wellness programs for Employees include:

- Weight reduction
- Improved physical fitness
- Increased stamina
- Lower levels of stress
- Increased well-being, self-image and self-esteem



CHRONIC CONDITIONS

Employers continue to face double digit increases in health plan costs, primarily due to rapid growth in preventable chronic health conditions among employees.

- In 2005, **133 million** people, almost **1/2** of all Americans, lived with at least 1 chronic condition
- The medical care costs of people with chronic diseases account for more than **75%** of the nations **\$2 Trillion** in medical costs each year
- The estimated direct and indirect costs associated with these conditions or risk factors exceeds this dollar amount each year:
 - Diabetes = **\$174 Billion**
 - Smoking = **\$193 Billion**
 - Heart Disease = **\$448 Billion**



How and why do people change behavior?

Trans-Theoretical Model of Behavior Change

State of Readiness

- Pre-contemplative:
- Contemplative:
- Preparation:
- Action:
- Maintenance:
- Relapse:



Legal Compliance

- HIPAA
- ADA
- COBRA
- Discrimination



Wellness Committee

Setting up a Wellness Committee

- Chairperson
- Senior level manager support
- Sites
- Recruiting Wellness Champions
- Yearly Agenda



Wellness Plan

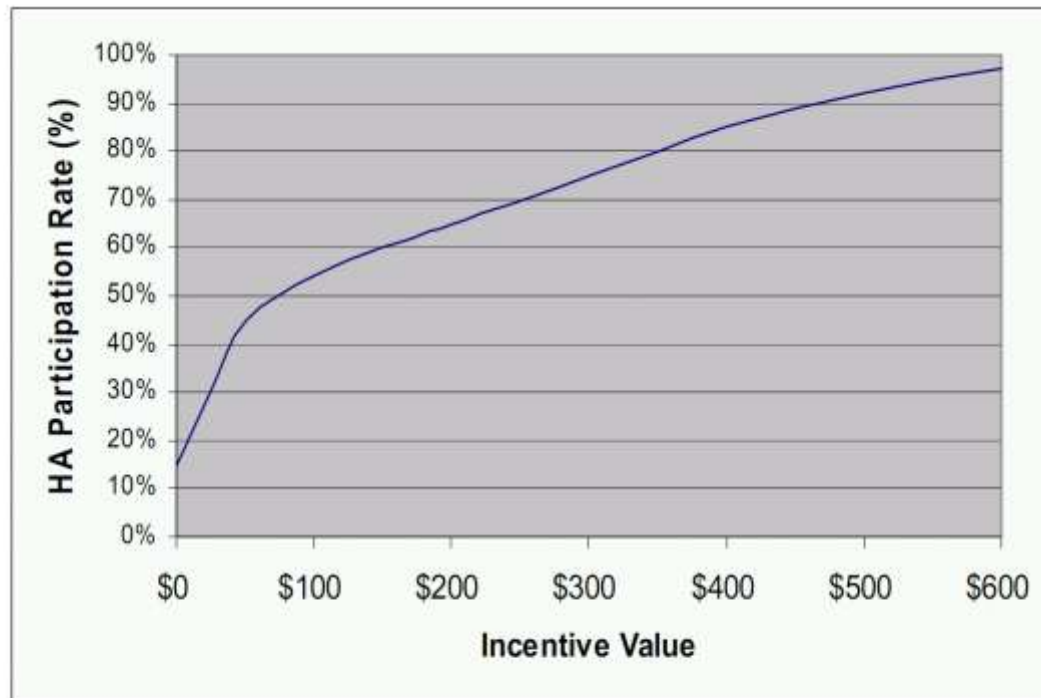
What is the Purpose of YOUR Wellness Program?

1. Vision
2. Goals
3. Success
4. Rewards



Rewards are Powerful Tools

The Value of Incentives verses the Percent of Participation in Health Activities



36 employers; 660,000 employees; average participation in HRA 49%; Study years 2004-2006

Source: Anderson, et. Al 2008 –The Role of Financial Incentives in Driving Employee Engagement in Health Management. *ACSM Health and Fitness Journal*.



Types of Reward Programs

Participation Based & Results Based



Questions?



YOURQUEST
CORPORATE WELLNESS SOLUTIONS

Your Home | Health Centers | Health Records | Your Profile

Chat with Virtual Health Assistant (VPLIVE) | Administration | Help | Logout

Your Health Home | Change Public Settings | Your Health Home

Your Action Plan

McWaters, Kevin

New Task: Reward Program

Your eligibility period ends on 6/13/2012. You have earned 2 of 6 rewards.

- Complete Program Setup (Standard)
- Enter Biometrics (Basic) (Standard)
- Participate in a Biometric Screening (Basic) (Standard)
- Join Program Forum (Basic) (Standard)
- Earn Tracker Points (Basic) (Standard)
- Complete Module Assessment

New Task: Rewards Based Reward Program



Your Score

Current Overall Score: [Dropdown]

Current Points: 1138

Current Level: 5

Points Needed For Next Level: 64

Current Module Score: [Dropdown]

Teams

Kevin's Team: The Healthy Homers

Daily Health Tip

Sweet news. Chocolate contains antioxidants that may help prevent cholesterol from blocking artery walls, reducing your risk of a heart attack or stroke. Chocolate also contains flavanols, which are the same compounds that give red wine and tea their disease-preventing benefits. The darker the chocolate, the more antioxidants and flavanols it contains.

Your Trackers

- Calorie Tracker
- Daily Journal
- Nutrition Activities
- Parties Tracker
- Smoking Tracker

Change Tracker Settings

Your Modules

- Cardio and Flexibility
- Nutrition
- Strength

Change Module Settings

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