



BENCHMARK #1: COMMITTED AND ALIGNED LEADERSHIP

The first benchmark of a results-oriented wellness program is strong and supportive leadership involvement. Time and time again, successful programs indicate that leaders are actively involved in the process. Get to know how your leadership values workplace wellness by asking the following questions:

WELCOA's 5 Questions to Ask Leadership

1. If we do nothing else this year in our wellness program, we must...
2. The single most important item we must accomplish in our wellness initiative is...
3. Fast forward to next year. What conversation about your wellness program do you hope to overhear between 2 colleagues?
4. A new colleague asks why your company created your wellness program. How would you respond?
5. How would you describe the wellness program to a friend?

The responses to these questions will help you to formulate your strategy in moving through the rest of the Well Workplace benchmarks. They will establish common ground and capture leadership support.



These questions were developed by Rachel Druckenmiller, Wellness Director at SIG

ADDITIONAL QUESTIONS TO CONSIDER

1. What kind of results do our leaders want to see from our wellness initiative and how can we help leaders be more visible when it comes to our company's wellness program?
2. How will we be able to give leaders the evidence they want to see and what is the most important outcome to share?
3. Who was the most influential leader in your life? Is it important to have an influential leader in your life?
4. Besides your family, what do you value most in your life?
5. What kind of personal stories of health or life improvement already exist within our organization?
6. What is your vision for the future of the organization based on what you know and have experienced? Why do you care about this company and its people?
7. Fast forward five years. This company is on the cover of Forbes magazine as one of the best places to work in the country. What has changed to put you/us in that position? How did you/we get there? What can I do to help us get there?
8. What prevents you from being more successful in your job than you currently are?
9. What resources can we leverage to help leadership protect their health and become healthier?
10. In what areas of your life would you like to pursue additional growth and learning opportunities?