

Wellbeing Program Readiness Questionnaire

***Are you ready to embark on a corporate Wellbeing program?
Answer our quick readiness questionnaire to find out!***

- 1). Do you have senior management support?
 - Senior management sees Wellbeing programs as mainly recreational activities. **(1pt)**
 - Senior management recognises the link between employee health and business objectives & provides support to the implementation of Wellbeing programs. **(2pts)**
 - Senior management actively promotes employee health as part of company's core values and participates in activities organised. **(3pts)**
 - None

- 2). Does your organisation have any health and Wellbeing policies in place?
 - Yes **(1pt)**
 - No

- 3). Are there any current environmental infrastructure in place to support employee on health and Wellbeing?
 - Yes. *Select the program/s applicable:*
 - Healthier food and beverage options at office pantry and vending machines
 - In-house peer support (e.g. interest group on healthy eating/fitness classes)
 - In-house support group (e.g. buddy system for weight management/smoking cessation)
 - In-house exercise area (e.g. gym facilities)
 - Shower/changing facilities
 - Promote use of stairs by providing clean and well-lit stairwells
 - Designated space for break or relaxation
 - Childcare facilities at work
 - In-house trained counsellors
 - Display of no-smoking signages/posters
 - Others
 - No

Selection points:

1 to 2 activities **(1pt)**
3 to 5 activities **(2pts)**
6 & more activities **(3pts)**

4). Do you have a committee in your company that oversees internal employee welfare activities?

Yes. *Select options below: (1pt)*

- Social committee
- Sports and recreational committee
- Occupational health and safety committee
- HR

No

5). Is there a dedicated budget set aside every year for employee welfare activities?

Yes **(1pt)**

No

6). What type of initiatives/programs are being implemented or offered at your workplace currently? *Choose one or more boxes as applicable:*

- Lunch time talks
- Nutritional workshops
- Fitness workouts
- Fitness coaching
- Sports tournaments
- Interest group activities
- Team building activities
- Family day
- Health and wellness fairs
- Gym access
- Smoking cessation
- Targeted intervention programs
(e.g. weight management, cholesterol reduction, etc.)
- Managerial training (e.g. basic counselling skills)
- Support group workshops
- Corporate social responsibility
- Employee assistance program
- Fruits day
- None

Selection points:

1 to 3 activities **(1pt)**
4 to 7 activities **(2pts)**
8 & more activities **(3pts)**

7). Do you currently conduct a needs assessment of your workforce?

Yes. *Choose one or more boxes as applicable: (1pt)*

- Health screening
- Health risk assessment
- Employee satisfaction/organisational climate survey
- Others: _____

No

Total points:

Name:

Designation:

Company:

Email address:



Your Checkpoint

Where are you in the Wellbeing journey?



EXPLORER

0 – 4 points

- Start by introducing small initiatives
- Assess employees responses to initial initiatives
- Assess your current state of medical spending
- Use findings to build business case to management

Focus areas



ACHIEVER

5 – 10 points

- Expand or enhance current Wellbeing programs
- Assess if your current spending is optimised
- Further tailor offering to employee's needs and preference
- Define objectives and implement metrics to measure success

Focus areas



LEADER

11 points and above

- Assess if the programs are sustainable
- Implement metrics to measure milestone achievements in the longer term
- Consider branding Wellbeing as part of company's culture
- Consider integrating with existing benefits and rewards programs
- Consider implementing targeted programs
- Consider solutions that are scalable

Focus areas



For more information

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