
These strategies create a strong foundation from which to build a workplace wellness initiative. These foundational elements are critical for long-term, sustained improvements.

LEADERSHIP	<p>It all starts with LEADERSHIP. Top leaders that understand the importance of healthy employees and why an approach that champions improvements in environment, policy, systems, and social support is best.</p> <p>Leadership:</p> <ul style="list-style-type: none">• Places workplace wellness in organization's strategic plan• Authorizes resources (wellness committee and budget) and actively participates on committee• Ensures supervisors support the wellness initiative• Models behavior• Communicates regularly to all staff about wellness initiative
ASSESSMENT	<ul style="list-style-type: none">• Complete an organizational assessment to benchmark best practices• Administer climate survey (such as the CDC's INPUTS Survey)• Administer an employee interest survey to assess the environment and support available for employees to make healthy choices at work• Consider administering bi-annual health assessment for employees (with completion incentive). [Tie incentive to completion of both interest survey and health assessment.]
FORMATION	<ul style="list-style-type: none">• Workplace wellness vision statement identifying the culture that the organization supports• Wellness committee (along with staff support) that guides the workplace wellness initiative• Budget• Written goals (plus tracking of progress, which then becomes a measurement plan)• Annual review for leadership and managers includes support for workplace wellness
COMMUNICATIONS	<ul style="list-style-type: none">• Communications plan and staff support• Wellness brand (name and logo for wellness initiative)
