

Culture Check

Build a culture of health by uncovering hidden barriers and eliciting rich feedback

In these ever-changing times, knowing your culture is critical to taking the right actions. Culture Check enables organizations to do the right things for greatest impact:

- ✓ Uncover which actions would be most impactful and meaningful to employees.
- ✓ Engage leadership using metrics that were relevant and meaningful.
- ✓ Deliver information by location and across job classes.
- ✓ Discover the answers to these questions with concise reporting design for senior leadership.

CULTURE CHECK



How does your workplace help you be healthy? What programs, services and ways of working help you thrive?

Spend five minutes giving your opinion and you can help your workplace improve in ways that matter to you.

There are no right or wrong answers. Your employer will only see general results from everyone who takes the survey, not your individual answers.

Thanks for your time.

1. Senior leadership feels health and wellbeing are an important part of working here.



Strongly Agree
Agree
Neither Agree nor Disagree
Disagree
Strongly Disagree
Don't know

Realistic and Relevant Actions

Culture Check incorporates multiple perspectives and facets of your company's culture to provide realistic and relevant strategies. These are not just best practices, but the right practices for your company and culture.

High-performing organizations set themselves apart with high impact wellness initiatives that are important for people, performance, productivity, recruitment and retention. Culture Check allows you to transition wellness from a health strategy to an integrated business strategy with leading metrics tied to employee work engagement and health outcomes.

The Value of Leading Metrics

Most metrics in wellness are lagging — return-on-investment, health risk improvement and even participation lag behind true predictors of success. Lagging metrics don't actually inform strategies, only outcomes. Culture Check provides leading metrics that are of health-related and productivity outcomes, and informs strategies. The use of both leading and lagging metrics shows leadership results, areas of opportunity and action items to improve scores. As a leading metric, Culture Check elevates wellbeing to being integral to business strategy. It provides a roadmap with strategic recommendations as well as immediate priorities for actions that will have the most impact in your organization.

What Virgin Pulse clients are saying

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The results have allowed for a more systematic approach to our wellness programs. Our organization is much more unified around supporting employee health after using the assessment.

— Hal Luttschwager, *Missoula County Risk Manager*, Human Resources

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Having a metric that is benchmarked is key to engaging executive leadership.

— Karen Personett, *Manager, Health and Wellbeing*, DTE Energy

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Work & Wellbeing was so helpful to understand what is going on with our program. Every organization needs to do this!

— Candice Gwin, *Wellness Program Manager*, Children's Mercy

From Best Practices to Next Practices

High-performing organizations know it is all about your culture. Best practices in wellness have long touted value of culture that supports health. Having leading metrics on culture to accomplish business and talent goals are the new standard.



A Validated Assessment Backed By A Comprehensive Approach

Virgin Pulse Culture Check applies a unique four-pillar approach to produce a benchmarked report and detailed, actionable recommendations tailored for your situation.



Work & Wellbeing Check

Employee Viewpoint validated online assessment captures company-wide and location-specific employee perceptions



Program Scan

Assessment of program design and implementation strategies to pinpoint opportunities to better align with best practices.



Leadership Viewpoint

Discussions with key leaders capture essential insights on foundational elements such as policies, perceptions and practices.



Site Scan

On-site assessment of workspace environments, outdoor spaces and nearby community amenities.

A culture of health centers on employees' attitudes and beliefs about their place of work, and the extent to which their workplace supports them in their health, their work and their life. A strong culture of health can be transformative, research has found that employers with a health-friendly culture see more employee engagement and positive outcomes.

How it works

- ✔ Translates best practices into realistic and relevant action items for your company
- ✔ Results amplify efforts of other programs and offerings (e.g. live services, platform content, wellness champions)
- ✔ Backed by scientific research with validated tools
- ✔ Simple, yet effective; High, medium, low reference ranges for all scores
- ✔ Book of business data for comparison
- ✔ Comprehensive reporting with recommendations
- ✔ Separate, concise, fold-out report to engage senior leaders

Expertise and experience

- Exclusive access to one of the nation's leading researchers on culture of health, Dr. Mary Marzec, a Virgin Pulse senior scientist with a decade of experience in researching and delivering strategic solutions for employers.
- Our Virgin Pulse Institute with over 50 years combined experience in employee health to provide realistic, actionable recommendations to employers.

Focus on real and actionable

- A comprehensive, yet short, multi-dimensional survey with validated metrics that engages leadership and drives powerful recommendations.
- Best practices research from analysis of over 100 designs and over 1 million employees

Ready to take your employee wellbeing program to the next level? Talk to an expert at Virgin Pulse to get started.

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