Organizational health self-serve assessment

We recognize that organizational health is complex, and it can be difficult to know where to start. That's why we created this assessment. It's an evaluation tool to measure the complete organizational health of your company. You'll gain a full understanding of your company's strengths and areas for improvement.

This assessment should take approximately 5 minutes to complete. An individual in leadership who is familiar with the **5 key factors** of organizational health below, should fill in the assessment:

01.	02.	03.	04.	05.
Leadership & culture	**Organizational practices**	**Programming**	**Communication**	**Assessment and ongoing evaluation**

To make the most of the assessment, we've prepared a series of exclusive tipsheets specific to each factor. These tipsheets offer actionable strategies, best practices, and practical advice. Whether you're already thriving or looking to improve your health and wellness resources, these tipsheets will be invaluable.

	Strongly agree	Somewhat agree	Disagree
As a company, we value the health and wellness of our employees. We show this consistently, so our employees know it's a priority. Examples could include: • Your company provides the money, people, tools, and time to make health and wellness a priority. • Your company promotes healthy living (fitness, nutrition, mental health, etc.). • Your company coordinates social events for your employees.			
Our company has a statement that describes its promise to employee health and wellness. It's located where all employees can see it. For example, it might be: • Posted in the lunch/break room or public areas. • In your welcome package or employment contract. • An email sent to all employees focusing on health and wellness.			

Our company has a respectful and healthy workplace culture. Elements might include:
• Employees are treated:
• Fairly
  – In a civilized manner
  – With dignity
  – With respect
• You take a stand against bullying in the workplace.
• You make sure your employees are not harassed in the workplace.
• You encourage your employees to not work beyond their scheduled hours.
• You encourage your employees to take vacation.			

	Strongly agree	Somewhat agree	Disagree
We have health and wellness policies and practices which promote a healthy workplace culture. Examples include: • Being inclusive in the workplace. • Having an anti-harassment and an anti-bullying policy. • Being a workplace that seeks input and involvement from all employees. • Encouraging employees to take their breaks, such as taking their lunch and not eating at their workstation.			
We have a process to follow when an employee is absent. Elements to consider: • Do all employees know who to contact when they can't be at work? e.g. when they're sick, need a personal day, taking maternity leave, or disability leave. • Is there someone who keeps track of when employees are away from work or offline? Is there a process?			
We have programs, benefits, resources, and events that promote health and wellness within the workplace. Examples could include: • Employee sports teams, family BBQ, healthy lunch days. • Education (like a lunch and learn or brochures) on various health and wellness topics. • Benefits like a virtual care program and an employee assistance program (EAP) • Participating in national campaigns (Bell Let's Talk, Pink shirt day, Orange shirt day, Not Myself today program etc.)			
We regularly send communications about our health and wellness programs to our employees. Some examples of how this is communicated include: • Posters • Company newsletters • Emails • During team meetings			
We collect employee feedback on our health and wellness programs. We share the results back with our employees. Examples of ways to collect feedback: • Email surveys • During staff meetings or huddles • Using a suggestion box located in a common area. • Having an open-door policy during working hours, so employees can talk to leadership.			
We strive to improve the health and wellness of our workplace regularly by: • Checking whether we've achieved our goals, • Changing plans if necessary, and • Collecting and implementing improvements from employee feedback.			

Organizational health factors	Score
Leadership & culture *Discover actionable insights to foster outstanding leadership and culture within your company.*	
Organizational practices *Review the Organizational Practices tipsheet to enhance your company's efficiency.*	
Programming *Explore our insightful tipsheet on programming and recommendations for improvement.*	
Communication *Enhance your company's ability to connect and collaborate effectively.*	
Assessment and ongoing evaluation *Improve your company's performance with our practical tipsheet on assessment and ongoing evaluation.*	

Scoring by key factor

Over 40

Congratulations! This is an area of strength. Keep up the great work!

21–40

You're well on your way! Your company is on the right path, but make sure you check out our tipsheet associated with this score to learn how to turn this into an area of strength.

Under 20

This is an area of opportunity. We suggest dedicating some time to reviewing our tipsheets and prioritizing an action plan that will help you move the needle in this area.

Next Steps

01.

Review your scores above. Use the scoring key to identify your company's areas of strength and opportunity.

02.

To help you get started developing an action plan, we've created a series of tipsheets that align with this assessment. We recommend starting by focusing on your areas of greatest opportunity.

03.

Once you've identified some actions you can take. Break them down into quick action items, and those that will take longer to execute. Get started with your quicker actions while you work towards the longer-term action items.

04.

Make sure to come back and redo this assessment to see how your progress has affected your results!

Life's brighter under the sun

Sun Life