

Wellness Council of Indiana

WELLNESS INVENTORY



Physical Activity Environment	Yes	No	Considering	Unsure	N/A
Do you provide resources about ways to incorporate physical activity into employee's daily routine?					
Does your workplace encourage stair use?					
Is it convenient and safe for your employees to walk or ride a bicycle to work?					
Are there designated areas to store bikes and personal items like gym bags?					
Do you have access to lockers and/or showers at your workplace?					
Do you have access to fitness equipment or classes at your workplace?					
Are there opportunities for employees to participate in organized walks or runs?					
Have you negotiated discounts for employees who wish to exercise at an offsite fitness facility?					
Do you allow workers to take "fitness" breaks, stretch breaks or allow them to extend lunch for physical activity beyond regular breaks?					
Do your employees get adequate exercise at work as part of their job?					
Do employees participate in company sponsored team sports/activities?					
Are there paths or trails near your worksite?					
Do you have areas mapped, indoors and/or outdoors, to encourage walking and physical activity at your workplace?					
Does your worksite sponsor or pay for participation in local fun runs/walks?					
Does your worksite provide physical activity or exercise messages to employees, such as posters or brochures?					
Do your employees have the flexibility to stand at their desks or sit on an exercise ball?					
Are walking meetings or standing meetings encouraged?					
Are workstations ergonomically supportive for your employees?					

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Nutrition Environment	Yes	No	Considering	Unsure	N/A
Are resources available to help employees learn more about proper nutrition?					
Do you have a cafeteria, snack bar, or catering truck that is available at your worksite?					
Are healthy food alternatives such as fruits, vegetables, whole grains breads, healthy beverages available on a daily basis?					
Do your food providers use healthier food preparation practices in the cafeteria (steaming, low-fat/salt substitutes, limited frying)?					
Do employees have access to a microwave at work?					
Do employees have access to a refrigerator at work?					
Do you have vending machines on site?					
Are fruits (dried or fresh), vegetables, low-fat snacks, or other healthy food alternatives available in the vending machines?					
Does your worksite provide healthy eating messages to employees, such as posters or brochures?					
Does your worksite provide labels (e.g. 'low fat', 'light', 'heart healthy') to identify healthy food alternatives?					
Do you provide nutritious food and beverage options at company meetings and events?					
Do you have a healthy vending policy?					
Do you have a healthy holiday gift policy?					
Do your employees have access to free, clean water?					
Tobacco-free Environment	Yes	No	Considering	Unsure	N/A
Do you provide tobacco cessation programs for your employees?					
Do you have restrictions such as no smoking near company buildings, in company vehicles, or on company property?					
Do you promote free community resources to offer employees support in quitting, such as 1-800-QUIT-NOW?					

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Do employees have access to cessation aids or Nicotine Replacement Therapy (NRT)?					
Are supportive services available, such as peer support groups, coaching or mentoring?					
Wellness Environment	Yes	No	Considering	Unsure	N/A
Do you encourage employees to get their preventive screenings each year?					
Do you pay for onsite health screenings?					
Do you have a wellness team/committee?					
Do you allow health promotion programs to be provided on company time?					
Do you know how your wellness initiative will be measured for success?					
Do you have a wellness strategy?					
Do you have top leadership support?					
Do supervisors and managers support workplace wellness?					
Do you monitor unscheduled absences?					
Do you analyze health claims reports?					
Do you analyze prescription claims?					
Financial Guidance	Yes	No	Considering	Unsure	N/A
Do you offer resources (workshops, seminars, training) on retirement planning?					
Do you offer resources (workshops, seminars, training) on getting out of debt?					
Do you offer resources (workshops, seminars, training) on buying a house, car or other big purchase items?					
Do you offer resources (workshops, seminars, training) on estate planning?					

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Career Well-being	Yes	No	Considering	Unsure	N/A
Does your workplace offer tuition reimbursement?					
Are there opportunities for advancement at your workplace?					
Do you have a true open door policy?					
Do employees have opportunities for professional growth?					
Are staff encouraged to set professional/personal goals?					
Are positive achievements celebrated in your workplace?					
Do you offer recognitions, such as 'Employee of the Month', to celebrate success of staff members?					
Is it possible for employees to work a flexible schedule if needed?					
Social and Community Well-being	Yes	No	Considering	Unsure	N/A
Are staff social events organized and offered?					
Are there opportunities for your workplace to get involved in community outreach or community service?					
Does your workplace participate in environmentally-friendly practices, like recycling?					
Are family members included in the wellness initiatives of your workplace?					
Emotional and Mental Well-being	Yes	No	Considering	Unsure	N/A
Does your workplace offer an Employee Assistance Program (EAP)?					
Are opportunities available for employees to learn how to better manage stress?					
Are employees able to utilize flexible time for wellness, personal or mental health days off work?					