



AchieveWELL

Eskenazi Health – 5 Star
AchieveWELL Organization
(designated 2017)

ASSESSMENT, EVALUATION, RECOGNITION

WHAT IS ACHIEVEWELL?

AchieveWELL is the Wellness Council of Indiana's workplace wellness assessment, evaluation and recognition program. It meets organizations where they are and guides them to the next level of well-being by using tools, templates and personal coaching to help deliver comprehensive and consistent workplace well-being efforts.

WHY PARTICIPATE?

Being recognized as one of the healthiest workplaces in Indiana offers significant competitive advantages in recruiting and retaining your best employees! The healthiest workplaces gain additional benefits through better health outcomes, lower absenteeism and higher productivity.

DESIGNATION LEVELS

- 3 Star establishes a blueprint to lay the foundation for your strategic workplace wellness program.
- 4 Star analyzes how wellness initiative positively affects workplace health policies and environmental well-being.
- 5 Star evaluates how you have cultivated a culture of wellness throughout the organization.

WHO IS ELIGIBLE?

- Any for profit or not-for-profit business with at least five employees
- Governmental entities
- School corporations, including universities and colleges
- Organizations with existing employee health and well-being efforts
- Organizations just starting employee health and well-being efforts



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In cooperation with the Indiana Chamber of Commerce



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3 STAR – LAYING THE FOUNDATION

Companies should address or have plans to address the 10 Foundational Steps of AchieveWELL.

- Leadership throughout the organization
- Wellness team
- Measure what matters
- Data driven decision making
- Integrate with your organization's mission/vision
- Operating plan
- Communication strategy
- Reward optimization
- Align with safety and injury prevention
- Creating responsible, accountable and supportive environments

4 STAR – WORKPLACE WELLNESS POLICIES

- All 3 Star criteria must be satisfied
- Proof of specific program(s) addressing chronic disease management issues
- Wellness efforts focus on all dimensions of well-being and not exclusively on reducing costs
- Minimum of five programmed activities for employees ongoing throughout the year
- Demonstrate evidence of community involvement
- Documentation of increased awareness toward safety, ergonomics and/or corporate risk mitigation
- Completed 24 months of continuous program activity
- On-site or phone evaluation will be conducted, depending on the workplace

5 STAR – WELLNESS CULTURE IN THE ORGANIZATION

- All 4 Star criteria must be satisfied
- Complete 60 months of continuous program activity
- Create a narrative highlighting evolution of wellness initiative
- Demonstrate proof of community involvement beyond financial support
- Demonstrate movement from extrinsic motivation-based to intrinsic motivation-based programming
- Show that wellness is part of the company culture
- Show evidence of senior leader involvement
- On-site evaluation will be conducted at the workplace