



Healthy Employees. Healthy Business.

GET STARTED WITH THE PERSONAL HEALTH ASSESSMENT (PHA)

The PHA is a great first step in developing an effective workplace health program for employees.

Advantages for Your Employees

- ▶ **Increase awareness** of health risks and **serve as a motivator** for positive behavior change while **providing tools** to take action.
- ▶ Completing the PHA unlocks personalized wellness programs, allowing employees to earn **Life Points®**.*

Advantages for Your Organization

- ▶ **It makes financial sense!** Research on workplace health has found that medical claims decreased as PHA participation increased.[†]
- ▶ An aggregate report[‡] can be provided to serve as a **planning tool** for wellness programming by identifying the top lifestyle risks and medical conditions affecting your population, as well as common barriers to change. The report can also compare year-to-year results!
- ▶ Supporting employee PHA participation demonstrates your commitment to employee well-being and can help improve morale.

Best Practices for Engagement

- ✓ Demonstrate senior leadership support through direct communication to employees
- ✓ Set up computer kiosks during business hours
- ✓ Combine the promotion with an established event
- ✓ Set an organizational goal for PHA completion
- ✓ Offer incentives for completion
- ✓ Highlight employee participation in the PHA and Life Points rewards program
- ✓ Share PHA information with dependents
- ✓ Incorporate into new employee orientation

To maximize these results, work with your CDPHP® account representative to implement a PHA campaign.

* Members ages 18 and over on select plans are eligible.

† Serxner et al. *The Relationship Between Health Promotion Program Participation and Medical Costs: A Dose Response*. *Jl Occ Environ Med*. 2003(45): 1196-1200.

‡ To protect employees' privacy, the aggregate report will only be generated if there are 50 or more participants.