

FIT Design™ Assessment

How well do your health benefits “FIT” within your organization’s business goals?

The FIT Design™ *Assessment* outlines key practices that are aligned with value-based health management (VBHM). For each statement, mark the circle that best describes your current health management practices.

Strongly Agree
Agree
Not Sure
Disagree
Strongly Disagree

FACT-BASED



- We have integrated our data management system to capture and evaluate our medical costs, leading health conditions, health risks, and productivity-related measures.
- Based on our data, all levels of management are educated about the association between employee health and productivity and total value to the organization (e.g., lower health- and productivity-related costs, improved recruitment/retention).
- Senior management supports our VBHM initiatives and is committed to its success.
- We rely on data to provide reliable information that helps us gauge cultural factors (e.g., climate, barriers to engagement) that influence the success of our VBHM initiatives.
- We work with our health plan(s)/provider(s) to assure quality through the implementation and measurement of evidence-based practices within our provider networks.
- Periodically, we evaluate our health benefit plan to review cost and access barriers to evidence-based interventions across the healthcare continuum (e.g., prevention, risk reduction, disease management).
- We have established, articulated, and reinforced our own health norms, values, and beliefs throughout our organization.
- Our VBHM initiatives are aligned with our business goals.

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INTEGRATED



- Our VBHM initiatives are integrated and aligned with the healthcare continuum.
- We have integrated processes (e.g., health risk assessments, claims data, pharmacy data, absenteeism, disability) that identify and target at-risk individuals for risk reduction and disease management programs.
- We work closely with our health plan(s) to help integrate data requirements and quality assurance measures.
- We hold a strong partnership with key third-party stakeholders (e.g., benefit consultants, health plans, disease management vendors, employee assistance, wellness) that provide an integrated approach to our VBHM efforts and reinforce the organization’s commitment to employee health.

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TARGETED TO NEED



- We provide appropriate resources and incentives to keep the majority of our employees at low risk.
- Based on data, we are able to identify and target key health conditions and risks that have the greatest potential to reduce total costs and improve the total value to all stakeholders.
- We provide primary prevention services, biometric screenings/health risk assessment, lifestyle management, and medical self-care to all employees and family members.
- Based on our population’s unique needs and physical locations, we have attempted to provide appropriate environmental supports to drive participation and engagement.
- We provide targeted risk reduction programs that use and integrate a variety of interventions (e.g., print, tailored online modules, health coaching).
- We provide disease management programs targeted to conditions that represent high total costs.
- We provide programs and incentives specific to improving program participation, adherence, and the achievement of program goals (e.g., medication, preventive screenings, lifestyle practices).

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What Does This Mean?

This assessment provides an overview of practices that are aligned with the FIT Design™ model and VBHM. As indicated, data management is a critical component of the FIT Design™ model. Compliance with these practices suggests that your organization is focused on the total value that health management programs provide for supporting employee health and well-being. For practices with which you disagree, you are encouraged to explore options for reducing the gaps in your programs and to consider incorporating new practices that align more closely with total value.