

Fit Design™ Assessment: Culture of Health

Is your program designed to build, maintain, and/or strengthen a culture of health? The FIT Design™ Assessment: Culture of Health outlines key practices that are aligned with successful value-based health management (VBHM) initiative design, implementation, and growth practices. For each statement, mark the circle that best describes your current VBHM practices.

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
FACT-BASED F <ul style="list-style-type: none"> ■ We rely on multiple data sets to provide reliable information that helps us gauge cultural factors (e.g., climate, barriers to engagement) that influence the success of our VBHM initiatives. ■ Through the sharing of information, the majority of our senior management actively and visibly supports our VBHM initiatives, including our cultural efforts. ■ Through the sharing of information, the majority of our middle managers, line managers, and supervisors actively and visibly support our VBHM initiatives, including our cultural efforts. ■ Backed by facts, one goal of our VBHM strategy is to create a culture of health—one in which individuals, teams, and the organization view personal and organizational health as being synonymous. ■ We consider environmental supports as a key component of our VBHM strategy. ■ Our VBHM goals are aligned to our business mission statement and goals. ■ We have established, communicated, and reinforced a set of health norms, values, and beliefs within our organization. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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INTEGRATED I <ul style="list-style-type: none"> ■ Our VBHM strategy has a strong organizational foundation that links key employee groups (e.g., management, human capital managers, staff, program champs, mentors, task groups). ■ Our program has multiple “touch points” (engagement opportunities) offered through integrated program partnerships with other departments throughout the organization. ■ We have an integrated database that allows us to look at participation, behavioral, environmental, and economic data points to better manage and build a supportive culture. ■ 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. ■ We have an integrated program model that provides programming on individual, target group, and organizational levels. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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TARGETED TO NEED T <ul style="list-style-type: none"> ■ Based on our data analysis results, we have prioritized the necessary steps to start-up, maintain, and/or grow a supportive health culture. ■ Based on our population’s unique needs and physical location(s), we have attempted to provide appropriate environmental supports to drive participation and engagement. ■ We use communication modalities that “fit” our culture (e.g., reading levels and language[s] of the majority of our participants, gender-specific marketing). ■ To maximize our “touch points,” we have applied the right level of learning options (e.g., print, online, telephonic, face-to-face, classroom) and have leveraged internal social networks to our population(s). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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. High ratings indicate that your organization places a high value on culture in helping drive your VBHM practices. In areas where you scored low, you are encouraged to assess weaknesses and gaps in those areas and prioritize levels of need and action.