

FIT Design™ Assessment: Risk Reduction

How well do your risk interventions “FIT” within your organization’s business goals?
 The FIT Design™ Assessment: Risk Reduction outlines key risk reduction practices that are aligned with value-based health management. For each statement, mark the circle that best describes your current risk reduction practices.

Strongly Agree
 Agree
 Not Sure
 Disagree
 Strongly Disagree

FACT-BASED



- We have integrated our data management system to capture, evaluate, and measure our leading health risks and health conditions whose direct and indirect health and productivity-related costs can be impacted by health risk reduction interventions.
- Based on our data, all levels of management are educated about the association between health risks and employee health and productivity and total value to the organization.
- We provide an annual health risk assessment (HRA) process, including biometric screenings.
- On a periodic basis, our organization provides a standard scorecard that includes key health risk reduction value-markers (e.g., participation, change in risk status, behavior change) to our senior management.
- We work with our program providers to assure the quality of risk reduction interventions are aligned with evidence-based practices.
- Periodically, we evaluate potential barriers to participation, engagement, and achievement of defined outcomes within our risk reduction programs.
- We collect and use data to evaluate the effectiveness of our risk reduction interventions within key risk areas and as part of our disease management programs.
- Our risk reduction initiatives are aligned with our business goals.

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INTEGRATED



- We have integrated processes (e.g., health risk assessments, disease assessments, claims data, pharmacy data, absenteeism, disability) that identify and target at-risk individuals for health improvement interventions.
- We work closely with our third-party partners to help integrate data requirements and quality assurance measures into our health risk reduction strategy.
- Based on our data analysis, we are able to identify and target key health conditions (e.g., diabetes, heart disease, hypertension) that have the greatest potential to benefit from risk reduction interventions.
- Periodically, our organization evaluates our health risk reduction initiatives based on data that indicate participation, engagement, efficacy, and adherence in key health risks.

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TARGETED TO NEED



- We provide health risk reduction programs targeted to conditions that represent high total costs (e.g., medical- and productivity-related measures).
- We address participation and sustained engagement in our targeted interventions.
- Our risk reduction interventions provide customized communications focusing on key health risks and health conditions with specific attention on motivation and readiness for health behavior change(s).
- We reinforce employee self-management and accountability for reducing personal health risks.
- We provide appropriate resources and incentives to keep the majority of targeted groups engaged in our risk reduction programs.

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What Does This Mean?

This assessment provides an overview of health risk reduction practices that are aligned with the FIT Design™ model²⁹ and value-based health management (VBHM). Compliance with these practices suggests that your organization is focused on the *total value* that risk reduction programs provide for supporting the health of your work force. For practices with which you disagree, you are encouraged to explore options for reducing the gaps in your programming and consider incorporating new practices that align more closely with VBHM initiatives.