

# FIT Design™ Assessment: Chronic Disease

How well do your disease management initiatives “FIT” within your organization’s business goals? The FIT Design™ Assessment: *Chronic Disease* outlines key practices that are aligned with value-based disease management strategies. For each statement, mark the circle that best describes your current health management practices.

## FACT-BASED

- We have integrated our data management system to capture and evaluate our medical costs related to our leading chronic health conditions as well as productivity-related measures.
- Based on our data, all levels of management are educated about the impact of chronic health conditions on medical costs and productivity and the total value of disease management to the organization (e.g., lower health- and productivity-related costs, improved recruitment/retention).
- As part of our value-based health management (VBHM) strategy, all levels of management support our disease management initiatives and are 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 disease management 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 disease management interventions.
- Periodically, we evaluate our health benefit plan to review cost and access barriers to new treatment regimens (e.g., specialty drugs, biologics).
- Our disease management initiatives are aligned with total value and our business goals.

Strongly Agree  
Agree  
Not Sure  
Disagree

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## INTEGRATED

- Our disease management initiatives are integrated and aligned with the healthcare continuum and associated interventions.
- We have integrated processes (e.g., health risk assessments, claims data, pharmacy data, absenteeism/disability data) that target at-risk individuals for risk reduction and disease management programs.
- We work closely with our health plan(s), pharmacy benefit manager (PBM), and disease management vendor to help integrate data requirements and quality assurance measures for our disease management initiatives.
- Our incentive programs are aligned and integrated with our disease management goals and objectives.

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## TARGETED TO NEED

- We provide disease management programs to our eligible population(s).
- Based on data, we are able to identify and target key chronic health conditions (e.g., asthma, diabetes, heart disease, migraine) and risks (e.g., metabolic syndrome), that have the greatest potential to reduce total costs and improve the total value to all stakeholders.
- We provide targeted risk reduction programs that integrate a variety of interventions (e.g., tailored print and/or online modules, health coaching) that are associated with leading chronic health conditions.
- Our disease management programs target and reinforce appropriate medication adherence.
- Within our disease management programs we provide incentives specific to improving program participation, maintenance, and the achievement of clinical objectives.
- Based on the unique needs and physical locations of our population(s), we have attempted to provide appropriate environmental supports (e.g., healthy food options, walking paths, stairwell programs) to help employees manage chronic health conditions (e.g., diabetes, hypertension).

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### What Does This Mean?

This assessment provides an overview of practices that are aligned with FIT Design™ and VBHM. Compliance with these practices suggests that your organization is focused on the total value that disease 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.