

# FIT Design™ Assessment: Health Coaching

**How well** do your health interventions, such as health coaching, “FIT” within your organization’s value-based health management (VBHM) strategy? The FIT Design™ Assessment: Health Coaching lists key intervention practices, including health coaching, that are aligned with VBHM. For each statement, mark the circle that best describes your current health management/intervention practices.

## FACT-BASED

- We have integrated our data management system to capture, evaluate, and measure our leading health risks and health conditions. Direct and indirect health- and productivity-related costs can be affected by targeted interventions such as health coaching.
- Based on our data, all levels of management are educated about the value of targeted interventions (including health coaching) on employee health, productivity, and total value to the organization.
- On a periodic basis, our organization provides a standard “scorecard” that includes key health coaching value-markers (e.g., participation, risk reduction, behavior change) to our senior management.
- We work with our third-party health coaching partners to assure the quality of coaching protocols, including recruitment, engagement, and measurement against defined outcomes.
- Periodically, we evaluate our health programs/interventions including health coaching, to review access and participation barriers that may compromise program goals and outcomes.
- We collect and use data to evaluate health behavior change(s) attributed to our intervention strategies.
- Our risk intervention/health coaching initiatives are aligned with our business goals.

Strongly Agree  
Agree  
Not Sure  
Disagree  
Strongly Disagree

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## INTEGRATED

- Based on our data analysis, we are able to identify and target key health conditions that have the greatest potential to benefit from health interventions in order to reduce total costs and improve the total value to all stakeholders.
- We have integrated processes (e.g., health risk assessments, disease assessments, medical claims data, pharmacy data, absenteeism, disability) that identify and target at-risk individuals for health coaching and related interventions.
- We work closely with our health-coaching partner to help integrate data requirements and quality assurance measures into our total health management strategy.
- Our organization believes in shared accountability among the employer, health-intervention partners (e.g., health plans, disease management organizations), and the employee, and sharing the risks and rewards of all stakeholders.
- Through integrated data, our organization evaluates the effectiveness of our risk targeting and recruitment efforts on such measures as the percentage of the eligible population participating and engaged in specific interventions (e.g., health coaching, tailored communications), the cost-effectiveness of specific interventions, and behavioral outcomes.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## TARGETED TO NEED

- We provide intervention programs targeted to risks and health conditions that represent high total costs (e.g., medical and productivity measures).
- Within our intervention programs, we incorporate adherence management strategies to optimize sustained engagement in such areas as lifestyle management and medical management (e.g., medication adherence).
- Our health coaching provides customized communications that focus on key health risks and health conditions and emphasize motivation and readiness for behavior change.
- Beginning with health risk assessments/biometric screenings, we provide appropriate resources and incentives for maximizing participation and engagement in health maintenance and targeted interventions.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### What Does this Mean?

This assessment provides an overview of health-intervention practices, including health coaching, that are aligned with FIT Design™ principles and VBHM. Compliance with these practices suggests that your organization is focused on the total value that targeted interventions provide. For practices with which you disagree, you are encouraged to explore options for reducing the gaps in your programming and consider incorporating new practices, such as health coaching, that align more closely with VBHM.