

FIT Assessment: Prevention

How well do your prevention initiatives “FIT” within your organization’s business goals?
 The FIT Design™ *Assessment: Prevention* outlines key practices that are aligned with value-based prevention strategies. 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 direct and indirect health- and productivity-related costs specific to our low-risk population.
- Based on our data, all levels of management are educated about the total value (e.g., lower health- and productivity-related costs, improved recruitment/retention, etc.) that our low-risk employee population provides to the organization.
- On a periodic basis, our organization uses a standard “scorecard” that reports key value-markers related to prevention outcomes (e.g., percent of population categorized as low risk) to our senior management.
- Periodically, our organization conducts total-value scenarios on the cost-benefit of risk avoidance (e.g., reducing the migration of low-risk employees/dependents to a higher-risk status).
- We work with our health plan(s)/provider(s) to assure quality through the implementation and measurement of evidence-based preventive practices within our provider network (e.g., preventive screenings, immunizations).
- Periodically, we evaluate our health benefit plan to review barriers (e.g., copays for preventive screenings, flu and other adult immunizations) to evidence-based prevention initiatives.
- We collect and use data to evaluate participation and engagement rates within our prevention initiatives.
- Our prevention initiatives are aligned with our business goals.

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INTEGRATED



- We have integrated processes (e.g., health risk assessments, biometric screenings, claims data, pharmacy data, absenteeism, disability) that identify our low-risk population.
- We work closely with our health plan(s) to help integrate data requirements and quality assurance measures.
- We work closely with our pharmacy benefit manager (PBM) to help integrate data requirements on such measures as medication use and adherence rates (30-day refills).
- Our organization believes in shared accountability among the employer, the health system/provider, and the employee and therefore shares the risks and rewards of all stakeholders.
- Based on integrated data analysis, we are able to identify underperforming prevention initiatives.
- Our organization provides incentives that are aligned with our prevention strategy.
- Our organization has integrated environmental and informational supports to promote prevention initiatives.

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TARGETED TO NEED



- We provide targeted preventive services that address the unique demographics (e.g., age, gender, ethnicity) and needs of our population.
- We develop targeted marketing techniques to reinforce the benefits of primary prevention and positive lifestyle management practices.
- We provide custom health and benefit communications that explain and promote prevention initiatives (e.g., preventive screenings, immunizations, incentive programs) offered by the organization.
- We provide appropriate resources and incentives to keep the majority of our employees at low risk.

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What Does This Mean?

This assessment provides an overview of prevention initiatives that are aligned with the FIT Design™ model and value-based health management. Compliance with these practices suggests that your organization is focused on the total value that prevention initiatives provide for supporting the health of your employees. For practices with which you disagree, you are encouraged to explore options for reducing the gaps in your program and to consider incorporating new practices that align more closely with total value.