

# ValueEngine™ Practice Section 4:

## Environmental and Cultural Supports

**Below are common foundation practices** that address environmental and cultural supports within value-based health management. Compared to the best-practice goals stated below, rate each foundation practice as either below, meets, exceeds, or not implemented.

### Best-Practice Goals

- The organization provides:
  - a safe work environment.
  - onsite facilities and informational supports that promote positive health practices.
  - opportunities for physical activity during the workday.
  - healthy food options.

### Foundation Practices

1. To support job safety, our organization complies with occupational safety guidelines by maintaining a safe and clean work environment.
2. Our organization provides ergonomic education and support to all employees.
3. Our organization supports regular physical activity by providing a variety of exercise options based on worksite size and vicinity. **Check all that apply:**
  - Supervised employee health/fitness center
  - Subsidized or discounted health club memberships
  - Stairwell walking programs with designated signage
  - Safe/measured walking routes close to the worksite
  - Free pedometer programs
  - Unsupervised fitness room
  - Showers and changing rooms
  - Clearly marked walking trails on grounds
  - Bike racks for ride-to-work programs
  - Mini-exercise stations in hallways
4. To support good nutrition and the prevention/management of obesity, our organization provides healthy food options through all food venues (e.g., cafeterias, vending machines, company meetings, and off-site sponsored functions).
5. All worksites have dedicated bulletin boards, displays, and/or electronic displays that promote the organization's health management activities combined with branded messaging and reinforcement.
6. Depending on the size and demographics of work locations, our organization provides private accommodations such as lactation rooms, quiet rooms, nap rooms, and/or facilities for other special needs such as for employees with diabetes to inject insulin.
7. Our organization has a dedicated employee health/wellness staff (e.g., internal, contract, combination) capable of addressing the needs of our population and the goals of the organization.
8. Our organization maximizes "touch points" through the integration of staff, communications, programs, events, and formal/informal social networks that increase the chances of employee engagement.

	Not Implemented	Below	Meets	Exceeds
1.	0	5	10	15
2.	0	5	10	15
3.	0	5	10	15
4.	0	5	10	15
5.	0	5	10	15
6.	0	5	10	15
7.	0	5	10	15
8.	0	5	10	15

### Calculating Your Practice Section Score

1. Total the scores in each respective column. Record on these lines.
2. Total all column scores. This is your *gross score*. Divide the gross score by 120.
3. Multiply your answer by 100. This is your adjusted *Practice Score*.
4. Place your Practice Score in this box.

\_\_\_\_\_/120= \_\_\_\_\_

\_\_\_\_x100= \_\_\_\_\_

Also record this score on the ValueEngine™ *Benchmarking Summary Worksheet*.