




FIT Design™ Assessment

The *FIT Design* assessment provides the opportunity to assess your organization’s current health management practices. For each statement, mark the circle that best describes your experience.

		Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
FACT-BASED 	<ul style="list-style-type: none"> We have integrated our data management system to capture and evaluate our direct and indirect health- and productivity-related practices in order to measure total healthcare costs and our leading health conditions (e.g., diabetes, asthma). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Based on our data, all levels of management are educated about the association between employee health and productivity and total value to the organization (e.g., lower health- and productivity-related costs, improved recruitment/retention, etc.). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> On a periodic basis, our organization uses a standard “scorecard” that reports key value-markers (e.g., total average healthcare cost per covered life/year, presenteeism measures) to our senior management. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Periodically, our organization conducts total-value scenarios on the interaction between cost-shifting, adherence rates, and total cost outcomes. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We work with our health plan(s)/providers to assure quality through the implementation and measurement of evidence-based practices within our provider networks. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Periodically, we evaluate our health benefit plan to review access (i.e., multi-tier drug plans) and cost (i.e., high copays) barriers to evidence-based treatment and adherence. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We collect and use data to evaluate medication adherence rates within key health conditions. Our health management initiatives are aligned with our business goals. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
INTEGRATED 	<ul style="list-style-type: none"> We have integrated processes (e.g., health risk appraisals, disease assessments, claims data, pharmacy data, absenteeism, disability) that identify and target at-risk individuals for disease management interventions. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We work closely with our health plan(s) to help integrate data requirements and quality assurance measures. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> 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). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> 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. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TARGETED TO NEED 	<ul style="list-style-type: none"> Based on our data analysis, we are able to identify and target key health conditions that have the greatest potential to reduce total costs and improve the total value to all stakeholders. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Periodically, our organization evaluates our pharmacy benefit plan based on data that indicate low adherence and/or higher medical utilization for treatment of key chronic health conditions. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide disease management programs targeted to conditions that represent high total costs (e.g., medical- and productivity-related measures). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide programs specific to adherence management (e.g., medication, lifestyle practices). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide custom health and benefit communications focusing on key health conditions with specific attention to adherence to treatment. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide appropriate resources and incentives to keep the majority of our employees low-risk. 	<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 practices that are aligned with *FIT Design* concepts—fact-based, integrated, and targeted to need—and value-based health management. Compliance with these practices suggests that your organization is focused on the *total value* that health management programs provide for managing 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.