

# Total Worker Health®

## online assessment tools



### What is Total Worker Health®?

TWH is an approach to advance worker well-being from the National Institute for Occupational Safety and Health. It's the integration of work-related safety and health with injury and illness prevention to improve overall worker well-being.

Promoting health in the workplace will improve safety, and improving safety will promote health. Supporting both safety and health is the best way to prevent worker injuries while creating a healthier workplace for all employees.

Lots of employers want to know how to implement Total Worker Health®, but they aren't sure how to start.

One of the best ways to get a handle on your current efforts—as well as to reveal opportunities for improvement—is to conduct an organizational assessment. It might sound complicated, but it doesn't have to be. For a small employer, it could be as simple as asking employees what makes it easy—or difficult—to be healthy and safe at work.

For employers who want more detailed information, a formal assessment may fit the bill. That assessment can provide a baseline, so you can see how your organization improves over time. It can also help you identify what you need to work on and set goals for promoting employee health.

There are several, free, online assessment tools to get you started. This document describes some of them so you can find the one that will work the best for you. There are other assessment tools with an associated cost that are listed later in this resource.

Conducting an assessment does take time up front, and you'll want to reassess periodically to check your progress toward your goals. This work can pay off with a safe and healthy workplace for everyone—and that can lead to lower costs on health care and injuries, less absenteeism, and improved productivity.

### Organizational assessment tools

#### Healthy Workplace Participatory Program

The free CPH-NEW Healthy Workplace Participatory program 2.0 is an interactive assessment and step-by-step planning process that helps to create a new program or enhances and integrates existing programs. The program is divided into steps that allow organizations to effectively move through the planning, assessment, and evaluation process. Find out more.

[www.uml.edu/Research/CPH-NEW/Healthy-Work-Participatory-Program/toolkit.aspx](http://www.uml.edu/Research/CPH-NEW/Healthy-Work-Participatory-Program/toolkit.aspx)

#### National Healthy Worksite Program Health and Safety Climate Survey (INPUTS™)

The free INPUTS™ survey has less than 25 questions and is quick to complete and score. It assesses employee perceptions of the work environment, working conditions, and the attitudes of supervisors and co-workers that support a healthy worksite culture. This is an excellent tool with a manual to explain scoring. The INPUTS™ survey was developed by the Centers for Disease Control and Prevention (CDC) for use in the National Healthy Worksite Program.

- Survey (PDF) [www.cdc.gov/workplacehealthpromotion/tools-resources/pdfs/nhwp\\_inputs\\_survey.pdf](http://www.cdc.gov/workplacehealthpromotion/tools-resources/pdfs/nhwp_inputs_survey.pdf)
- Users guide (PDF) [www.cdc.gov/workplacehealthpromotion/tools-resources/pdfs/NHWP\\_INPUTS\\_Manual.pdf](http://www.cdc.gov/workplacehealthpromotion/tools-resources/pdfs/NHWP_INPUTS_Manual.pdf)

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## CDC Worksite Health ScoreCard

An employer can complete this free tool in its entirety (120+ questions) or focus on one section at a time (recommended). A scoring guide is included. This is a lengthy document packed full of helpful resources and tools. They provide templates for action planning and budgeting, as well as other resources. Developed by the Centers for Disease Control and Prevention, this is a comprehensive systems approach to program planning. Available at: [www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html](http://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html)

## Health Enhancement Research Organization (HERO) Health and Well-being Best Practices Scorecard

This is one of the better-known assessment tools for health and well-being. It was developed by the HERO in collaboration with Mercer, a human resources consulting firm, and was drafted by several leading authorities on population health and well-being. A free report is available upon completion at: [hero-health.org/hero-scorecard/](http://hero-health.org/hero-scorecard/)

## Workplace Integrated Safety and Health (WISH) Assessment

This free assessment measures employers on six areas essential for protecting and promoting worker safety. The brief survey calculates a score that you can use for planning and setting goals. There is also a comprehensive implementation guide to assist. This assessment is a validated tool created by the Center for Work, Health, & Well-being at Harvard University. Available here: [centerforworkhealth.sph.harvard.edu/resources/workplace-integrated-safety-and-health-wish-assessment](http://centerforworkhealth.sph.harvard.edu/resources/workplace-integrated-safety-and-health-wish-assessment)

Want to explore more? Visit [www.cdc.gov/niosh/twh/tools.html](http://www.cdc.gov/niosh/twh/tools.html) to see more tools.

## Health Links

Health Links offers online assessments to help measure your organization's progress based on six benchmarks: organizational support, workplace assessments, health programs and policies, safety programs and policies, engagement, and evaluation. After completing the assessment, Health Links offers an introductory consultation with several options available for future advising sessions. An advisor works with your organization to set goals. Health Links is associated with the Center for Health, Work & Environment at the Colorado School of Public Health, which is one of the Total Worker Health® centers of excellence. There is a fee associated with part of the services offered. Find out more: [www.healthlinkscertified.org/](http://www.healthlinkscertified.org/)

## Award applications as assessment tools

Some companies may use award applications or award criteria as an assessment tool to identify areas to improve. Many of the awarding organizations provide feedback on your submission, and you can use that to get even better.

### American Psychological Association Center for Organizational Excellence Psychologically Healthy Workplace Award

The rigorous awards process results in only one national winner per year. The application includes a checklist and essay questionnaire you can use to evaluate your current efforts and identify areas to improve. You can find more information about this award at: [www.apaexcellence.org/awards](http://www.apaexcellence.org/awards)

### American Heart Association Workplace Health Achievement Recognitions

Employers fill out index questions, access resources, measure your progress, and qualify for bronze, silver, or gold levels. This allows employers to continue to improve from one year to the next. Find out more: [www.heart.org/en/professional/workplace-health/workplace-health-achievement-index/workplace-health-achievement-recognitions](http://www.heart.org/en/professional/workplace-health/workplace-health-achievement-index/workplace-health-achievement-recognitions)

### The Healthiest Employer Awards Program

This award recognizes 100 employers per year based on size and is well-recognized in Oregon. The award is given after completion of a weighted assessment that evaluates efforts to improve employee health. For more information: [healthiestemployers.com/awards/apply-for-award/](http://healthiestemployers.com/awards/apply-for-award/)

### Excellence in Corporate Health Achievement Award

This free assessment recognizes the importance of continuous improvement and measurable results. The application is very detailed and provides a good framework for employers looking to improve their programs. It is part of the American College of Occupational and Environmental Medicine award system. Find out more: [acoem.org/About-ACOEM/Excellence-in-Corporate-Health-Achievement-Award](http://acoem.org/About-ACOEM/Excellence-in-Corporate-Health-Achievement-Award)