



MASSACHUSETTS

**WORKING *on*  
WELLNESS**

*Partnering for a healthy workforce*

## Planning Cycle Step Module 1: Determine Program Priorities

### Prioritization Exercise

**STEP 1: From the Massachusetts Health Statistics Document, identify the top three health risks of adults in MA:**

- **Risk #1:** Low intake of fruits and vegetables
- **Risk #2:** Overweight and obesity
- **Risk #3:** Insufficient exercise

**STEP 2: From your Interests Survey Report, identify your top 3 employee wellness interests:**

- **Interest #1:** Sports league
- **Interest #2:** Weight management
- **Interest #3:** Quitting tobacco

**STEP 3: Look at the data presented above in steps one and two. Do the wellness interests and risks align? In the ideal world, your top three health risks and your top three wellness interests would align. But this not always the case. To help prioritize which health topics to focus on, you will want to look at several data points to help make an informed decision. These data points, or considerations, are listed below.**

- A. 'Listen to your employees interests:'** *When starting your wellness initiative be sure to engage employees by listening to their wellness interests! When in doubt, select interests as a priority over risks. Over time, incorporate health risks into your initiative priorities.*
- B. Low hanging fruit:** *Are there free resources or easy partnerships that you can tap in to? Is there one health topic that is easily achievable in the short-term and doesn't require a lot of effort?*

YMCA relationship and the local community softball league are easy partnerships to leverage for our employees' first interest of a softball league



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**C. Values/ benefits:** *Do any of the health issues particularly align or contradict the values/ benefits that were identified in the Buy-In cycle step?*

**List identified values/ benefits:** All of the health issues tie into the value of productivity with safer, healthier and more productive employees a primary benefit. Additionally, the first employee interest of a sports league ties into the value of a culture of wellbeing with improved teamwork and collaboration a clear benefit.

**D. Financial considerations:** *Are any of the health issues cost-prohibitive to address? What budgetary resources do you have available to you?*

We will look to our health plan and the community for resources. We will need to seek out additional low cost and no cost resources.

**STEP 4: Looking at the answers above, discuss the questions for considerations with your Worksite Wellness Committee to identify the top program priority(s) you will address in your Worksite Wellness Initiative. For example: “Increase physical activities”.**

**Identify the priority(s) below:**

- **Program Priority:** Increase the amount physical activity being done by employees
- **Program Priority:** Increase access to healthy food choices at work
- **Program Priority:** Establish a tobacco free workplace

**STEP 5: Looking at the above program priorities, decide with your Worksite Wellness Committee which program priority you will address first in your Worksite Wellness Initiative. Identify the priority below:**

- **Program Priority you will address first:** Increasing physical activity

**This program priority will be used to select your goal and objectives statements that reflect your identified priority.**