**SAMPLE COMPANY**

**HEALTH RISK ASSESSMENT REPORT**

Dates of Campaign – January 1-15, 2019

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 **Powered by:**

**REPORT SUMMARY**

Employees who are moderately “at risk” for the following health categories are open to making changes: Nutrition, Physical Activity and Stress

Main Wellness Program Recommendations include: Healthy eating, moving move, de-stress, mental wellness, and personal awareness

 through health coaching.

|  |  |  |
| --- | --- | --- |
| **67****(22%)** |  | **COMPLETED SURVEYS** |
|  |  |  |
| **90%****Low** |  | **GENERAL HEALTH** |
|  |  |  |
| **60%** **Moderate Risk** |  | **NUTRITION** |
|  |  |  |
| **49%** **Moderate Risk** |  | **SLEEP HEALTH** |
|  |  |  |
| **48%****Moderate Risk** |  | **PHYSICAL HEALTH** |
|  |  |  |
| **45%** **Moderate Risk** |  | **STRESS, RESILIENCY** |
|  |  |  |
| **5 Employees****(3 Positive Risk)** |  | **PHQ9 – DEPRESSION RISK** |

**CORPORATE TREND REPORT SUMMARY**

The Health Risk Assessment of modules or data banks. Each module is comprised of a series of health-related questions specific to a domain of health. All questions are derived from validated screening tools (shown below) that have been specifically designed for that domain.

|  |  |  |
| --- | --- | --- |
| 1. **General Health**
 | PHA –l | Physical Health Assessment Tool |
| 1. **Life Satisfaction**
 | SWLS Scale | Satisfaction with Life Scale (Fetzer Institute) |
| 1. **Nutritional Health**
 | NRS Scale | (Nutritional Risk Assessment Tool) and Audit (Alcohol Use Disorders Identification Test, developed by WHO) |
| 1. **Physical Health**
 | PHA | Physical Health Assessment Tool |
| 1. **Tobacco/Marijuana**
 | DAST 10 | Drug Abuse Screening Tool |
| 1. **Sleep Health**
 | EPS  | Epworth Sleepiness Scale |
| 1. **Stress/Social Support and Mental Health**
 | PHC | Physical Health Check and PHQ2 |
| 1. **Emotional Health**
 | PHC | Physical Health Check, SDHS – Short Depression/Happiness Scale, PHQ2 |
| 1. **Depression**
 | PHQ9 |

NOTE: The Emotional Health Module appears to the participant to complete only

when three or more symptoms are selected in question 49 in the Stress/Social

Module.

The Depression Module appears to the participant to complete only if the participant responses to questions 60 and 61 within the Emotional Health module are answered by selecting “Some of the time, a good bit of the time or all of the time”.

**SUMMARY ANALYSIS**

In each of the categories, employees were ranked low risk to high risk. The following risks are depicted below by # and % of employees:

|  |  |  |  |
| --- | --- | --- | --- |
| **RISK ASSESSMENT** | **Low** | **Moderate** | **High** |
| **General Health** | 60 | 3 | 4 |
|  | 90% | 4% | 6% |
| **Life Satisfaction** | 45 | 16 | 6 |
|  | 67% | 24% | 9% |
| **Nutrition** | 25 | 40 | 2 |
|  | 37% | 60% | 3% |
| **Physical Health** | 29 | 32 | 6 |
|  | 43% | 48% | 9% |
| **Tobacco/Marijuana Use** | 49 | 13 | 5 |
|  | 73% | 19% | 7% |
| **Sleep Health** | 27 | 33 | 7 |
|  | 40% | 49% | 10% |
| **Stress** | 34 | 30 | 3 |
|  | 51% | 45% | 4% |
| **Emotional Health** | 0 | 1 | 4 |
|  | 0% | 1% | 6% |
|  |  |  |  |
| **PHQ9 - Depression Risk** |   | Completed | 5 |
|  |  | Negative Risk | 2 |
|  |  | Positive Risk | 3 |

**INTERPRETATION OF DATA and RECOMMENDATIONS**

According the 67 participants, four areas of moderate risk indicate need for wellness programming in the areas of Nutrition, Physical Health, Sleep and Stress.

Five employees completed the Emotional Health Module and all five completed the PHQ9 Depression Module. Out of the five completions, 3 employees are showing positive risk for depression.

Program recommendations include awareness, group programs, and individual health coaching with possible referrals for mental health/wellness support.

**CORRELATIVE ANALYSIS**

Employees at risk for each of the categories were also “at risk” for each of the correlating health risks shown below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Employees at risk for General Health** | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 2 | 0 | 0 |
| and Poor Physical Activity Habits | 18 | 2 | 1 |
| and Pain Related Risk | 3 | 1 | 0 |
| and Tobacco/Marijuana Risk | 3 | 1 | 1 |
| and Lack of Social Support | 9 | 1 | 0 |
| and Emotional Health Risk | 3 | 0 | 1 |
| and Sleep Related Risk | 5 | 2 | 0 |
| **Employees at risk for Life Satisfaction**  | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 2 | 0 | 0 |
| and Poor Physical Activity Habits | 8 | 8 | 5 |
| and Pain Related Risk | 3 | 0 | 1 |
| and Tobacco/Marijuana Risk | 2 | 1 | 2 |
| and Lack of Social Support | 4 | 5 | 1 |
| and Emotional Health Risk | 0 | 1 | 3 |
| and Sleep Related Risk | 3 | 3 | 1 |
| **Employees at risk for Nutrition** | **Low** | **Moderate** | **High** |
| and Poor Physical Activity Habits | 6 | 13 | 2 |
| and Pain Related Risk | 1 | 3 | 0 |
| and Tobacco/Marijuana Risk | 0 | 4 | 1 |
| and Lack of Social Support | 3 | 6 | 1 |
| and Emotional Health Risk | 0 | 4 | 0 |
| and Sleep Related Risk | 2 | 5 | 0 |
|  |  |  |  |
| **Employees at risk for Physical Activity** | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 0 | 2 | 0 |
| and Poor Physical Activity Habits | 2 | 14 | 5 |
| and Pain Related Risk | 0 | 0 | 4 |
| and Tobacco/Marijuana Risk | 2 | 1 | 2 |
| and Lack of Social Support | 3 | 6 | 1 |
| and Emotional Health Risk | 1 | 1 | 2 |
| and Sleep Related Risk | 5 | 2 | 0 |
| **Employees at risk for Tobacco/Marijuana Use** | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 1 | 0 | 1 |
| and Poor Physical Activity Habits | 14 | 3 | 4 |
| and Pain Related Risk | 2 | 1 | 1 |
| and Lack of Social Support | 7 | 2 | 1 |
| and Emotional Health Risk | 0 | 2 | 2 |
| and Sleep Related Risk | 5 | 1 | 1 |
| **Employees at risk for Sleep Health** | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 0 | 2 | 0 |
| and Poor Physical Activity Habits | 7 | 12 | 2 |
| and Pain Related Risk | 1 | 3 | 0 |
| and Tobacco/Marijuana Risk | 0 | 4 | 1 |
| and Lack of Social Support | 4 | 4 | 2 |
| and Emotional Health Risk | 0 | 3 | 1 |
| **Employees at risk for Stress** | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 0 | 2 | 0 |
| and Poor Physical Activity Habits | 5 | 14 | 2 |
| and Pain Related Risk | 1 | 3 | 0 |
| and Tobacco/Marijuana Risk | 0 | 4 | 1 |
| and Lack of Social Support | 0 | 9 | 1 |
| and Emotional Health Risk | 0 | 1 | 3 |
| and Sleep Related Risk | 1 | 6 | 0 |
| **Employees at risk for Emotional Health**  | **Low** | **Moderate** | **High** |
| and Poor Eating Habits | 0 | 0 | 0 |
| and Poor Physical Activity Habits | 0 | 1 | 3 |
| and Pain Related Risk | 0 | 0 | 0 |
| and Tobacco/Marijuana Risk | 0 | 0 | 2 |
| and Lack of Social Support | 0 | 0 | 2 |
| and Sleep Related Risk | 0 | 0 | 1 |
| **Employees at risk for Depression** |  | **Negative** | **Positive** |
| and Poor Eating Habits |  | 0 | 0 |
| and Poor Physical Activity Habits |  | 2 | 2 |
| and Pain Related Risk |  | 0 | 0 |
| and Tobacco/Marijuana Risk |  | 0 | 2 |
| and Lack of Social Support |  | 1 | 1 |
| and Emotional Health Risk |  | 1 | 3 |
| and Sleep Related Risk |  | 0 | 1 |

**INTERPRETATION OF DATA and RECOMMENDATIONS**

This correlative analysis has shown the connection between employees who are “at risk” for several of the risk categories and poor physical activity habits.

Wellness program recommendations include awareness around movement, sedentary behaviours, health-related conditions associated with lack of physical activity and chronic disease. Personal awareness and physical activity designs for individuals is also recommended.

**READINESS TO CHANGE ANALYSIS**

Employees who showed risk in each of the categories were also ranked according to readiness to make a change in their behaviours. The data is shown below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Readiness to Change** | **Not at risk for change** | **At risk and OPEN to change** | **At risk and NOT OPEN to change** |
| General Health - Low Risk | 55 | 1 | 4 |
| General Health - Moderate Risk | 1 | 0 | 2 |
| General Health - High Risk | 0 | 0 | 4 |
| Life Satisfaction - Low Risk | 41 | 3 | 1 |
| Life Satisfaction - Moderate Risk | 9 | 2 | 5 |
| Life Satisfaction - High Risk | 1 | 1 | 4 |
| Nutrition - Low Risk | 23 | 2 | 0 |
| Nutrition - Moderate Risk | 11 | 12 | 17 |
| Nutrition - High Risk | 0 | 1 | 1 |
| Physical Health - Low Risk | 24 | 4 | 1 |
| Physical Health - Moderate Risk | 4 | 21 | 7 |
| Physical Health - High Risk | 1 | 2 | 3 |
| Tobacco/Marijuana Use - Low Risk | 49 | 0 | 0 |
| Tobacco/Marijuana Use - Moderate Risk | 3 | 3 | 7 |
| Tobacco/Marijuana Use - High Risk | 0 | 1 | 4 |
| Sleep Health - Low Risk | 27 | 0 | 0 |
| Sleep Health - Moderate Risk | 11 | 8 | 14 |
| Sleep Health - High Risk | 1 | 3 | 3 |
| Stress - Low Risk | 32 | 0 | 2 |
| Stress - Moderate Risk | 9 | 12 | 9 |
| Stress - High Risk | 0 | 2 | 1 |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|   Total Completed |
| Stress And Life Satisfaction Questionnaire |  |  | 67 |
| Emotional Health Questionnaire |  |  | 5 |
| PHQ9 Questionnaire |  |  | 5 |

**INTERPRETATION OF DATA and RECOMMENDATIONS**

Being aware of current behaviours and ready to change those behaviours, provides important data. If employees are ready to make a change they are most likely to respond to a specific wellness strategy. Those employees who presented to have moderate risk in nutrition, physical activity and stress are open to making some changes.

Wellness program recommendations include awareness, group and individual programming around healthy eating, moving more, and de-stressing. Mental wellness is also of importance.