

What to Evaluate

Suggested evaluation metrics and tools needed:

What to Evaluate	Evaluation Tool	Information Gained
Participation	Sign-up sheets Log-ins to apps / websites	How many people participated during the program cycle.
Satisfaction	Satisfaction surveys	How the program was perceived and received by employees; valuable information for adjusting the program in the future.
Health Risk Factors	Healthcare Insurance Biometric Screening Data	Indicates baseline information and changes in metrics such as cholesterol levels, blood pressure, blood glucose, weight, and body composition.
Productivity	Human Resources Data Sick Leave Requests	Indicates baseline information and changes in sick leave requests and sick leave taken.
Morale and Engagement	Health Links Employee Culture Survey*	Indicates the perceived level of organizational, supervisor, and co-worker commitment and support for workplace health and safety and employee satisfaction with work-life integration.
Organizational Culture Change		
Quality of Life		
Healthcare Claims and Costs	Healthcare Insurance Claims and Costs	Indicates the health and well-being of employees and often provides suggestions for how to keep healthcare insurance costs down.
Safety Claims and Costs	Workers Compensation Insurance Claims and Costs	Indicates how employers take care of the safety of employees and often provides suggestions for how to keep workers compensation insurance costs down.

**Contact your Health Links advisor for more information about the Health Links Employee Culture Survey*

