Review your organization’s core values and how they align with Total Worker Health (TWH)

Who can help?

- Leadership
- Health & safety committee
- Health & safety champions

Questions to consider

- What do your employees value? What do they need to succeed in their jobs?
- How do your organization’s core values align with your employees’ values? What does your organization need to be successful?
- Why is TWH a priority for your organization?

Communicate to employees why your organization is focusing on TWH. Seek input from hard-to-reach individuals/groups to ensure inclusivity.

Base annual objectives on workplace assessment and evaluation data

Part 1
Use workplace assessments to determine what your employees want and need from your TWH program.

What to include?

- Employee needs and interests surveys
- Physical worksite assessments
- Health screening data
- Healthcare and worker’s compensation claims and costs
Set S.M.A.R.T. annual objectives for your health and safety program

S.M.A.R.T. goals help you:

- Understand the effectiveness of your program
- Keep expectations realistic
- Ensure alignment with company goals
- Revisit your efforts over time

Example of a S.M.A.R.T. goal: By March 3, 2020, at least 50% of employees at the Happy Company will have completed health screenings.

**Specific** = Who we are targeting and what we will achieve:
“employees at the Happy Company will have completed health screenings”

**Measurable** = How much change we expect (how we will know if we’re successful):
“at least 50%”

**Achievable** = Realistic for our organization to accomplish:
Dependent on several factors such as time, resources, current participation rates, etc.

**Results-focused** = What the desired outcome is—instead of activities. This should relate to the overall program goal:
“employees complete screenings” instead of “we will offer screenings”

**Time-bound** = When we will accomplish this:
“By March 3, 2020”