

Employee Wellness Interest Survey



Insurance

Note to Administrator:

This survey can be used to support data gathering for Step #3 (Establish a Baseline) of the Workplace Wellness Toolkit. Employee wellbeing is directly related to employee performance at the workplace. Share this survey with employees to gauge the importance of wellness programs to your workforce and more specifically to understand the types of programs that they are interested. This feedback together with your company's health claims data and the Total Wellness Assessment results are important to the creation of a wellness strategy that is customized to the needs and wants of your employee population. This customization will increase the effectiveness of your efforts to support employee wellbeing.

In order to protect anonymity and encourage a high response rate we recommend that you copy the questions into an automated survey tool, such as Survey Monkey or a similar tool. This approach will allow you to aggregate responses quickly and produce summary reporting easily. Using an automated survey tool will also allow you to customize the survey, adding questions that may be of interest to your specific organization.

Dear Fellow Employee:

Our employees are our best asset and your health and your wellbeing is important to us. We recognize that wellness may mean different things to different people. The purpose of this survey is to find out which wellness activities interest you so that we can support you in feeling your best and living well — your feedback will help us to help you!

Please complete this short **Employee Wellness Interest Survey**. Your confidential survey answers will help us develop future wellbeing programs that are customized to the specific health interests of you, our employees. Thank you, in advance, for taking the time to provide your valuable feedback.

Please complete the survey by (enter date) _____

1. Are you interested in making improvements to your any aspect of your health and wellbeing (including mental, physical and/or financial wellbeing)?
 Yes
 No
2. What areas of health and wellbeing are you interested in improving?
 Physical Wellbeing (diet, exercise, weight management, sleep, disease risk, etc.)
 Mental Wellbeing (stress management, anxiety, depression, mood, mindfulness, resiliency)
 Financial Wellbeing (budgeting, financial planning, retirement planning)
 Other (career, parenting, communication skills, work-life balance, caregiver support, etc.)
3. Would you be interested in participating in programs that support your health and wellbeing and are provided by your employer and/or group benefits provider?
 Yes
 No
4. How do you prefer to learn about health and wellness? (Please select all answers that apply.)
 Self-serve short articles/videos/toolkits on topics of interest
 On-line structured programs – independently
 On-line structured programs – with expert support
 One-on-one support over the phone
 One-on-one support over video call
 One-on-one support in person
 Group workshops in person
 Group workshops virtual

- Group online challenges offered through the RBC Insurance Wellness Program with a leaderboard and opportunity to earn points– can be done with teams or individually (step challenge, healthy eating challenge, mindfulness challenge, etc.)
- Group Events (e.g. fun run, biking event, meditation, yoga, group stretch, healthy pot luck, etc.)

5. Using the scale below, please rate how interested you are in each wellness topic. The more specific information we receive from you, the more tailored our wellness program can be to your needs and wants. This question is voluntary.

Please circle your interest level for the wellness topics listed below:

Wellness Topic	<u>Interest Level</u>				
	Not Interested				Very Interested
<u>Mental Wellbeing</u>					
Mindfulness	1	2	3	4	5
Stress Management	1	2	3	4	5
Building Resiliency	1	2	3	4	5
Mental Health	1	2	3	4	5
<u>Physical Wellbeing</u>					
Getting Active	1	2	3	4	5
Walking Program	1	2	3	4	5
Nutrition	1	2	3	4	5
Cardiovascular Health	1	2	3	4	5
Diabetes	1	2	3	4	5
Smoking Cessation	1	2	3	4	5
Weight Management	1	2	3	4	5
	1	2	3	4	5
<u>Financial Wellbeing</u>					
Budgeting	1	2	3	4	5
Financial Planning	1	2	3	4	5
Retirement Planning	1	2	3	4	5
<u>Other</u>					
Conflict Resolution	1	2	3	4	5
Work-Life Balance	1	2	3	4	5
Parenting	1	2	3	4	5
Self-Care	1	2	3	4	5
Work-Life Balance	1	2	3	4	5
Career Management	1	2	3	4	5

6. What changes, if any, could be made to the work environment to better promote health and wellness? Please be specific. _____

7. Would you be interested in working on the Wellness Committee to help plan and deliver programs?

- Yes, please reach out to your Manager/ HR Manager to volunteer
- No