

Leadership Talking Points

2023 Personal Health Assessment Survey

To support the UI Strategic Plan 2022-2027 “Holistic Well-Being and Success” strategy of “embed well-being into the experience of students, faculty, and staff” we need to have robust data to know if we are moving the needle on well-being. UI experienced three years in a row of 73% participation in the PHA, but since 2020 have been challenged to reach 50% participation.

In 2023, we are asking University leadership and local leaders (supervisors, managers, directors, department heads) to support and encourage completion **one time annually beginning in January** of the personal health assessment (PHA) **on work time.**

- **For current employees**, visit about this at staff meetings on a quarterly basis.
- **For new employees**, add it to your on-boarding check list for the first 30 days.

Individual Benefits of taking the PHA:

- The **primary benefit of taking the PHA** is a confidential, personalized report that has credible resources on different health topics and direct links and phone numbers for University of Iowa and UI Health Care programs and services.
- Eligibility to sign up or maintain the Recreation Membership Incentive Program. (Half of \$39/month membership back onto paycheck with PHA completion and four visits per month)
- There are two, \$250 winners every month. If you take your PHA early in the year you have more chances to win.
- 100 points added to **My liveWELL Portal** (in Employee Self Service). Points can be redeemed for prizes at Hawk Shop, Stead Family Children’s Hospital Safety Store, or Recreational Services day passes.
- Access to free, one-on-one, professional Health Coaching. A Health Coach may refer you (at no cost) to other programs like Mindfulness-Based Stress Reduction, Personal Training, or Lifestyles health improvement programs.

**A validated tool called the “Best Possible Life Scale” or Cantril Self-Striving Anchoring Index that is used extensively by the Gallup organization is used.*

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9,278 (46.5%)

PARTICIPANTS IN 2022

2023 goal is 12,000 (60%)

Organizational (UI) Benefits

Obtain a “Well-Being Index” score. This is measured as the percentage of faculty and staff respondents that are “Thriving.” *Note: In 2022, 55% are “Thriving” compared to 68% in 2019.**

Ensure that employees are getting connected to resources in a confidential manner. We need leader support and encouragement to access these helpful programs.

Obtain employee responses for a healthy workplace culture specifically around supervisor support for health and well-being at the local level and a physical work environment that supports well-being.

87% in 2022

**MY SUPERVISOR SUPPORTS
WELLNESS WITHIN MY UNIT**