



## A Healthy Workplace Starts with its Employees

Creating high quality organizations and supporting employees to improve their own health and well-being is now more important than ever. Developed by the Workplace Health Research Unit (WHRU) at Brock University, the **HWES®** is the only employee feedback system that allows organizations to address both the workplace and individual employee determinants of health. By examining the work environment and individuals' own health attitudes and behaviours, the **HWES®** gives organizations the tools to develop solid, employee focused health and well-being strategies.

**The HWES® consists of the following 3 components:**

### **Organizational Health**

- Quality of work life
- Employee satisfaction
- Organizational commitment and engagement

### **Employee Health & Well-Being (Risk Appraisal)**

- Employee health conditions and concerns
- Employee risk behaviours
- Readiness to change

### **Programming Needs Assessment**

- Current state of the workplace
- Workplace programs and services preferences
- Likelihood of participation in various workplace health programs and services





## Promoting Healthy Employees, Healthy Organizations

### Key Measurements:

**HWES<sup>®</sup>** generates a wealth of information related to an organization's health and the well-being of its employees. The organizational health section of **HWES<sup>®</sup>** measures employee opinion in over 30 key organizational factors and outcomes, such as work-life balance, job control, recognition and reward, leadership and communication.

Meanwhile, the epidemiologically-derived Health Risk Appraisal section measures employee health and well-being in a number of areas, including body mass index, physical activity, sleep, alcohol intake, existing health conditions, work life balance, tobacco use, medication use, nutrition, mental health (stress/depression), productivity and absenteeism.

### HWES Features:

- Approximately 30 minutes to complete
- Pen/paper or web-based delivery (or a combination of both)
- Allows for internal benchmarking or group comparisons, supporting work group specific interventions
- Allows for the valid tracking of change in employee health status and readiness to change over time
- Allows your organization to set priorities and address issues related to the quality of the work environment and individual employee health attitudes and practices



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