



HEcheck

A Workplace Health Environment Assessment

Health Environment Check or simply HE-Check, is a comprehensive organizational assessment process that evaluates a workplace's support for employee health. HE-Check is an assessment of the workplace – not of employees - which measures such tangible organizational features as its policies, services, facilities and program administrative structures that influence the health risk of employees. The assessment measures the observation of a characteristic and scores it as +1, +2, or +3 if it meets a criterion or 0 if it does not (or it is not applicable). By simply adding points, scores are generated for each section, sub-section, and the total. The higher the score, the greater the workplace support for employee health.

Research on many of the predecessors to HE-Check is substantial and growing. Evidence supports the reliability (consistency) and validity (accuracy) of these tools. Additional research shows the relationships of workplace support to employee health risks and behaviors, perceived health culture, employee absence, and employee health costs. Other data show that increases in organizational health supporting scores stabilize employee health risks and decrease absenteeism following intervention. Support scores can be improved considerably over a short period of time, typically within one year.

HE-Check is not without limitations. Most of the criteria evaluated are drawn from standards in the literature; however, in a number of instances, these standards are based on non-empirical, professional judgments. To accommodate the wide range of potential responses, HE-Check wording is written in broad language. Subsequently, a workplace may be given credit for a health-enhancing characteristic which may not be fully warranted. However, this assessment still captures valuable information and provides a unique “look” at the quality and comprehensiveness of the organization's health-management initiative. Subsequently, HE-Check is an ideal organizational planning and evaluation tool which allows for a systematic and multiphasic approach to health promotion delivery.



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- Developer of HE-Check, National Health Promotion Assessment Tool
- Developer of Heart Check for New York State Department of Health
- Well Renowned Speaker and Author
- 28 Years of College/University Teaching Experience
- Nationally-recognized Health Promotion Researcher

Contact BWI to secure the HE-Check at your company TODAY!