

Trends of Successful Groups



	Successful Group	Unsuccessful Group
Executive Leadership	The leadership team supports and believes in the plan, and participates in it and related events, which sends the message "We're in this together."	The leadership team does not support or believe in the plan and does not engage or participate, creating an "us vs. them" atmosphere.
Wellness Leadership	A "wellness champion" engages the team, actively communicates, and is approachable, supportive and passionate.	No one is designated to lead the wellness effort, or those who are available are unsupportive or unapproachable.
Biometric Screenings	Biometric screenings are on site, are convenient and well publicized, at no or low cost. The screener is able to feed data into Wellvibe, and Wellvibe support is there to explain the results.	Biometric screenings are not hosted or communicated. Employees must go out to their own physician for screening, on their own time, to complete the activity.
Communication	Strong communication occurs early and often. Employees understand the program and how its success impacts them. They have clear goals and know how to meet them.	Communication is weak and occurs only at the launch of the program. Employees don't understand what is expected of them, or "what's in it for me."
Internal Support	In addition to executive support and a wellness leader, a core team supports and champions the program. When employees have questions, several people are there to help.	Employees have no one to turn to. Negative feelings spread because no one is there to answer questions, champion for the program, or explain how simple participation can be for them.
Incentive Strategy	Employees receive incentives (or eliminate surcharges) that are significant enough to make them want to act quickly to complete the required activities.	The incentives or surcharges are considered negligible. Only those employees who would already do the tasks are compelled to complete their activities.