

Step 3. Needs assessment

Healthy People discussion questions for small groups

You need to understand your employee's health needs and interests to develop an effective workplace wellness program.

If your workplace is small, you can use these questions to start discussion. This will help you decide on the health priorities for your workplace. Some people may find the questions very personal. Make employees aware that the discussion will guide the wellness program development only—it won't be used in any other way.

Questions

How interested are we in becoming healthier?

- 1. We want our workplace, work practices, environment and culture to value, enhance and protect the health and wellbeing of our employees.**

Does this sound like something we would all like to support and participate in?

Yes / No / Maybe

- 2. There are many lifestyle behaviours that can contribute to positive health and wellbeing. However, others are risk factors for chronic diseases such as heart disease, diabetes and some cancers.**

What are the top 3 unhealthy lifestyle behaviours we would like to change to ensure a healthy workforce?

- › smoking at work?
- › smoking outside of work?
- › consuming alcohol on a daily basis?
- › consuming large amounts of alcohol on any one occasion (such as binge drinking)?
- › doing less than 150 minutes of moderate-intensity physical activity each week?
- › travelling to and from work in a motor vehicle?
- › spending a lot of time sitting at work?
- › spending a lot of time sitting or lying down (awake) at home?
- › eating less than 5 serves of vegetables a day?
- › eating less than 2 serves of fruit a day?
- › eating unhealthy meals or snacks at work?

A serve is half a cup of cooked vegetables or one cup of salad vegetables.

A serve is equal to 1 medium piece of fruit, 2 small pieces or 1 cup of diced fruit.

- › eating unhealthy meals or snacks at home?
- › unhealthy weight?
- › sun safety during work hours (for example, wearing sunglasses, protective clothing and hat, using SPF30+ sunscreen and seeking shade)?
- › sun safety during non-work hours?
- › stressing at work?
- › stressing outside of work?
- › other health and wellness issues (for example, enough sleep, achieving financial goals, parenting, work–life balance)?

Our top three priority health issues are:

1. _____
2. _____
3. _____

What is our commitment to addressing wellness in the workplace?

1. Are there things we can do to address the priority health issues listed above?

Yes / No

2. How committed are we to participating in wellness activities? For example, holding lunchtime seminars, walking before or after work, or bringing in healthy food for morning teas/celebrations.

Very committed / Somewhat committed / Not committed at all

3. Are there any barriers in the workplace that may prevent people participating? For example, shift work, work hours, type of work (such as customer service), lack of facilities and lack of management support.

4. Is there anything in the workplace that would support our participation in wellness activities? For example, the availability of showers and lockers, flexible work options and a healthy catering policy.

Tip: Use the outcomes from the discussion group to develop your workplace wellness action plan.