



CULTURE OF HEALTH



What is a Culture of Health?

A culture of health is a comprehensive approach to promoting employee health and well-being that creates a shared value of health, and includes the following:

1. Visible commitment of organizational leaders.

Examples include, but not limited to, leaders model behaviors by engaging in workplace health programs and committing resources to implement approaches that work.

2. Dedicated team of managers, union representatives, and workers collaboratively developing, implementing, and evaluating wellness programming.

Examples include, but not limited to, active Agency Wellness Committee, Ambassadors and Champions representing a cross-section of the agency, and full-time staff for wellness programming.

3. Data-driven strategy built on workplace health assessment.

Examples include, but not limited to, surveys, interviews, observations, forums on topics that include staff health interests and goals and unique needs based on job type and worksite issues and conditions.

4. Operating plan that includes program and implementation planning and management.

Plan for both the short and long term that includes, but is not limited to, strategic direction, decision-making structures, funding, and program plans.



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5. Comprehensive, varied, integrated programs and activities.

Programs and activities include both health education focused on skills and behavior changes and opportunities for staff to connect with each other can be guided by the Eight (8) Dimensions of Wellness – that is, physical, intellectual, environmental, spiritual, social, emotional, financial and occupational wellness; Examples of programs and activities in these areas can be found within the [WorkWell NYC Worksite Toolkit: Wellness That Works.pdf](#) and other resources on the [NYC WorkWell web pages](#)

6. Policies and practices that support workplace wellness goals.

Evaluate and modify or institute policies and practices that reinforce that workplace wellness is a priority and can be guided by the Five (5) Essentials for Workplace Mental Health and Wellbeing – protection from harm, connection, and community, work-life harmony, mattering at work and opportunities for growth; Examples include, hosting on-site wellness programming changing the physical environment such as opening stairwells or creating a wellness room, and incorporating health practices in meetings.

7. Strategic communications.

Communicate to staff with diverse methods (email, meetings, roll call, individual interactions, etc.) to disseminate the values and commitments of leadership around health promotion, as well as share opportunities to engage in health programming.

8. Evaluation that determines impact and allows for program refinement.

o Evaluate programs by developing an evaluation plan at the outset that includes quantitative and qualitative data gathering and engaging in continuous reflection on the program's progress and refinement as needed.

Adapted from [workwell-policy-brief-exec-summ.pdf \(nyc.gov\)](#) (2019)

[Wellness in eight dimensions.pdf \(center4healthandsdc.org\)](#) (2015)

[Creating a healthier life, a step-by-step guide to wellness \(samhsa.gov\)](#) (2016)

[Wellness Wheel Worksheet \(nyc.gov\)](#)

[Office of the Surgeon General - Framework for Workplace Mental Health & Well Being \(hhs.gov\)](#) (2022)