

Building a Workplace Culture of Health: Using the Environmental Assessment Tool

EAT Overview

The EAT is an evidence-based evaluation tool developed by the Partnership for Prevention, National Business Group on Health, and Dow Chemical to provide employers a clear assessment and recommended actions for worksite-based health promotion. Adaptable to any worksite, the tool provides insight into the structural and social elements of the workplace environment, especially those components related to physical activity, nutrition, and leadership engagement.

Measures

The EAT uses a 100-point scoring system to allow for an assessment of policies, programs, and environmental supports affecting the health behaviors of employees. The assessment consists of three parts:

- Part I examines policies and demographic characteristics to evaluate the extent to which the social culture of the organization promotes positive habits.
- Part II consists of an onsite evaluation of the physical worksite environment, including the office building and grounds.
- The Leading By Example Questionnaire (LBE) is a 13 question survey filled out by a senior level executive to measure leadership engagement in health promotion.

Implementation Assistance

The BHC health improvement team will support employers in completing assessments of their worksites. Based on assessment results, employers will receive individualized feedback for the improvement of wellness offerings, as well as resources for implementing these recommendations.

Benefits of Participation

- *FREE* assessment providing important data for the evaluation of workplace culture, environment, and the impact of investments in employee health and well-being.
- An objective review of wellness efforts, highlighting strengths and opportunities for improvement.
- Easy, inexpensive, and evidence-based solutions to enhance workplace health promotion.
- An adaptable toolkit to perform assessments at other worksite locations across the country.

For more information or to schedule an EAT assessment for your worksite(s), please contact Lauren Schulte at lschulte@stlbhc.org or 314-721-7800.

EAT and LBE Measures

Organizational Characteristics

Worksite Environment
Rules and Policies
Health Promotion Programs
Financial Incentives
Wellness Coaching

Physical Activity Assessment

Parking/Bike Assessment
Stairs/Elevator Assessment
Shower/Changing Facilities
Signs/Bulletin Boards
Physical Activity/Fitness Facilities

Nutrition and Weight Management

Cafeteria/Vending Assessment
Signs/Bulletin Boards
Food Pricing Strategies
Dietitian Services

Executive Leadership Support

Aligning business and wellness goals
Linking health and productivity
Leadership support for wellness