**It’s Time to Spring Clean Your Employee Wellness Program!**

When was the last time you evaluated how your workplace wellness program is running? If you haven’t dusted off the cobwebs in a while, there’s no better time than now to re-evaluate and do some major spring cleaning! There are a few ways you can tell if you have an ailing corporate wellness program on your hands.

First, if you have low participation, your program is most likely struggling. The most obvious way to evaluate your wellness program is to crunch the numbers. If there are only a few people that have even signed up for your program, it’s probably time to make a few changes.

Second, if you have decent participation, but aren’t seeing any health behavior changes, your program might need some adjustments. High participation and low improvement can mean a few different things. Most likely, it means that your employees are just going through the motions – they aren’t truly engaged in your program. [Engagement is what drives results](http://info.totalwellnesshealth.com/blog/7-tips-for-keeping-your-employees-engaged-in-your-wellness-program-all-year-long), so it’s important to recognize when you’re missing the mark on that side of your program.

High participation and low improvement could also point out a structural flaw in your program. To make sure your program is running efficiently, be sure to:

* Implement a system to record key health metrics for your workforce
* Plan regular [screenings](https://www.totalwellnesshealth.com/biometric-screening/)to evaluate where you’re at as a company
* Stick with your employee wellness program rather than losing interest and engagement at the management level

Finally, if there is a general lack of activity within your program, some spring cleaning might be a solution. A lack of activity can happen on a variety of levels. This can include lack of activity by participants or it could be a lack of activity within the program itself. It’s essential that you offer wellness solutions for your employees, sponsor and promote wellness events, and schedule regular health screenings. If these things aren’t integrated into your program, it can easily become stagnant and you won’t see the results you’re hoping for.

If any of these traits describe your wellness program, don’t fret. You are re-evaluating just in time for spring! We have 4 easy tips to help you get back on track:

**#1 Get Feedback**

Work [with your employees](http://info.totalwellnesshealth.com/blog/8-steps-to-building-a-wellness-program-with-your-employees) to figure out what’s important to them. Seeking and encouraging feedback will help you be sure you’re hitting the right target with the wellness solutions and activities you offer. For example, if your workforce wants to learn to make better nutritional choices, plan events with nutrition experts, host a [healthy eating challenge](http://info.totalwellnesshealth.com/blog/help-your-employees-eatreal-with-the-real-food-challenge), and provide healthier office snacks. Customizing your wellness initiatives to ensure that they align with the health goals of your employees will help foster engagement and a sense that their health is valued.

**#2 Encourage Social Engagement**

People often help hold each other accountable in the workplace. This can be true in your employee wellness program as well. Don’t be afraid to spur on some friendly competition when it comes to wellness events, activities, and [challenges](http://info.totalwellnesshealth.com/blog/motivate-employees-to-participate-in-wellness-challenges). This can include races towards reaching individual or team goals or group rewards for participation. Team wellness initiatives get participants excited to take action towards a healthier lifestyle. This [social connection](https://www.forbes.com/sites/alankohll/2018/01/31/5-ways-social-connections-can-enhance-your-employee-wellness-program/#423d5376527c) and support among colleagues can also help employees reach their goals.

**#3 Educate Your Workforce**

With the stress of their daily jobs looming over their heads, it’s possible that some of your employees don’t know anything about your wellness program or why they should participate. Make sure you educate your workforce on what your employee wellness program offers, how they can get involved, and the importance of focusing on their health at work. This can be done with fliers, posts on the bulletin board, memos, company-wide emails, videos, meetings, [an employee wellness day](http://info.totalwellnesshealth.com/blog/why-your-company-should-host-an-employee-wellness-day), or even word of mouth. The opportunities are boundless. Be creative and get the necessary wellness information to your employees.

**#4 Improve Communication**

Similarly, it’s important to [communicate your wellness program](http://info.totalwellnesshealth.com/blog/how-effective-communication-can-save-your-wellness-program) with your employees. This goes beyond education about the program, and into promotion for specific aspects of the wellness program. Think of it this way: if you plan an onsite group workout, reserve a room, and hire a Zumba instructor – but don’t promote it properly – no one will come! It’s important to keep talking about wellness in the workplace, even after people have signed up. True results come from long-term healthy lifestyle changes, and employees will need some reminders and encouragement along the way to develop these healthy habits.

Ultimately, if you aren’t seeing the results you hoped for from your employee wellness program, don’t give up. If you do some evaluation and aren’t happy with the participation, engagement, or activity going on in your wellness program, you are just in time for some spring cleaning before the summer months hit. Work with your employees, encourage social interactions, educate, and regularly communicate your wellness initiatives for the best results possible.