

Real Employee Strength

Developed by the Allen County Health Department

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Manager's Companion

Topic: Goals and Resolutions

As you look around your workplace, these are a few tips you as a manager can influence to support safer, healthier employees.

- Our workplace has a health and/or economic goal related to wellness.

We've defined how to measure this goal	Yes	No
We've defined how often to measure this goal	Yes	No
We summarize our findings/results regularly	Yes	No
We share our goals with all employees	Yes	No
We share our results with all employees	Yes	No

Clearly defined goals and measures can help keep you on track throughout the year. Try to collect data that is clearly tied to your goal, is readily available on a regular basis, and can be easily tracked and reported.

Employees are more likely to buy into a goal if they know about it and get regular feedback about how they are doing.

Need help setting a health/wellness goal for your worksite? Contact Monica Harnish or Kathy Luhn at the Allen County Health Department, 419-228-4457.

- We have upper management level support for our goal.
Upper level support for wellness goals is crucial for employee buy-in. Is there a way to let them know that managers are "walking the talk"?
- We have policies that support our goal.
Make it a point to review your policies through the year to make sure they align with your goal.
- We celebrate our successes through the year.
Consider a wellness bulletin board that can convey your goal and track your progress through the year, e.g. many worksites track hours worked without injury.

REAL EMPLOYEE STRENGTH – Strength through Health

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