It’s healthy to challenge your workforce

www.ProvidenceHealthPlan.com
As an employer, you understand that the health and well-being of your employees affects the day-to-day operations and overall success of your company. When you place greater value on healthy lifestyle choices – from meals and physical activity to stress relief – your employees do, too. As a result, you’re likely to see reduced health care costs, a decrease in absenteeism, greater morale and productivity, and employees who want to stick around.

**Connect health and wellness with myProvidence.com**

To help support your employees in developing healthy habits and fostering a healthy lifestyle, myProvidence.com - our secure member portal - provides a complete source for health, wellness and benefits information. It’s simple to use, easy to understand, and available to Providence Health Plan members and their dependents as part of their medical plan.

**Stay on track with your health goals**

Wellness Central, Providence’s integrated online health and wellness hub, helps you translate your company’s health and wellness goals into meaningful action. Providence has developed a set of work site wellness challenges to help achieve your workplace health goals. Whether you focus on nutrition, exercise or weight management, the challenges will inspire camaraderie and a greater awareness of why being healthy matters. Additionally, members can take advantage of convenient, easy-to-understand tools, educational materials and resources to help them get and stay healthy. Members have a personalized dashboard to monitor activities and track their progress toward health goals.

**Partner up for maximum effect**

You’re not in this alone. You have access to a dedicated Providence health management consultant* whose expertise – along with a host of tools and resources – can help you get the most engagement for your effort. Your health management consultant can help you determine which of our work site challenges best meets your organization’s needs and goals.

**Know your starting point**

**Personal health assessment**

Before your employees embark on their journey toward better health, it’s good to know where they stand right now. Our personal health assessment is a snapshot of your employees’ current health and helps them identify ways to improve their overall well-being. In addition to individual results, we can also provide aggregate reporting from your entire workforce.** These combined results provide an overview of your organization’s overall health and aid you in developing wellness strategies specific to the needs of your employees.
Get ready, get set – choose your challenge(s)

**Step It Up**

**Challenge Focus: Physical Activity**

Walking is one of the easiest ways to boost your physical activity and improve your health. It strengthens your heart, lowers blood pressure and improves blood sugar and cholesterol levels. This four-week walking challenge encourages participants to use a pedometer or similar device to track their daily steps. The goal of the challenge is to take 10,000 steps per day. You also can customize the number to best suit your workforce, whether you want to start with fewer steps or intensify the challenge. Employees can quickly and easily log their steps within Wellness Central, available through myProvidence.com.

**5 a Day**

**Challenge Focus: Nutrition**

People whose diet includes fruit and vegetables in abundance have a lower risk of chronic disease. A diet rich in fruits and veggies provides essential vitamins, minerals and fiber, and also can help a person maintain a healthy weight. 5 a Day is a four-week, nutrition-based challenge that encourages employees to eat two servings of fruit and three servings of vegetables per day for five days a week. Employees can quickly and easily log their intake with the Wellness Central food tracker, available through myProvidence.com.

**Spring Into Action**

**Challenge Focus: Physical Activity**

Physical activity comes in many forms. The Spring Into Action challenge encourages participants to increase their exercise by engaging in some form of activity each day. The goal of this four-week challenge is to complete 150 minutes of exercise each week. You can customize the goal up or down, depending on what’s appropriate and reasonable for your workforce. There are countless ways to get physical: bowling, yoga, jogging, swimming or ballroom dancing - the list goes on. Encourage your employees to get creative. Employees can track their daily activities within Wellness Central, available through myProvidence.com.

**Healthy Weight**

**Challenge Focus: Weight Management**

The popular television show “The Biggest Loser” has been an inspiration for many people who aspire to lead healthier lifestyles. Our Healthy Weight challenge is designed to help employees lose or maintain a healthy weight through better fitness and nutrition practices. The goal for participants is to lose 5 percent of their body weight within a 10-week period. You are able to customize the weight loss goal and length of challenge depending on the particular needs of your workforce. Your employees can quickly and easily log their results within Wellness Central, available through myProvidence.com.

**Weigh the Same**

**Challenge Focus: Weight Management**

Reaching and maintaining a healthy weight is important for overall health. It can help reduce the risk of many chronic conditions and diseases. Although it’s important to maintain a healthy weight year-round, most of us find it particularly difficult to do during the holiday season. The goal of our 10-week Weigh the Same challenge is for participants to maintain their weight or lose weight by establishing better nutritional and fitness practices. Though this challenge is popular during the holidays, it can be offered year-round. Employees can track their progress within Wellness Central, available through myProvidence.com.
Customize your challenge(s)

All Providence work site challenges are customizable* to best fit your organization’s needs and goals. Among the elements that can be adjusted to suit your workforce are:

- Challenge name, start date and duration
- The sign-up period
- Sign-up and progress messaging in Wellness Central
- Participation incentives
- Nutrition and weight loss goals
- Weekly challenge support tasks

With each Providence work site challenge, your Providence health management consultant or account manager will provide you with data and insights regarding participation and completion, including days and steps logged, pounds lost and more. This information can help you determine what’s working and where there are opportunities to improve.

* Available to large groups (>50 employees).
** Aggregate PHA reporting available for 50 or more participants. Employers do not receive any personally identifiable data in the aggregate reports.
Launch Guide

Follow these proven steps to ensure a fun, successful and stress-free work site challenge:

**Step 1: Understand your employees.**
- Understand your employees’ needs and interests and select a challenge that will best suit your unique population.
- When possible, gather data using biometric screenings, demographics, an employee interest survey or a personal health assessment to better inform your decision of which challenge to choose.

**Step 2: Engage your employees.**
- Get your employees excited about participating in the challenge by offering an incentive for completion.
- Determine what incentive(s) will be offered to employees who complete a challenge.
- Plan a special reward for participants who go above and beyond (e.g., lost the most weight, logged the most days, walked the most steps, etc.).
- Send weekly reminders to employees about incentives and rewards throughout the challenge.

**Step 3: Organize successful promotion and rollout.**
- Engage your company’s leadership in the challenge.
- Distribute challenge information and promotional materials to employees.
- Host a kick-off event.
- Encourage employees to visit the challenge standings board online (in Wellness Central) to track team progress.

**Step 4: Celebrate your employees’ effort.**
- Host a wrap-up celebration to applaud company spirit and participation.
- Provide the grand prize to the winning individual/team, take a photo and capture a testimonial.
- Communicate the winner(s), testimonials and aggregate challenge statistics (e.g., total number of participants, total minutes of activity, etc.) in the next employee newsletter or email. Encourage your workforce to stay tuned for the next challenge.
- Share the challenge wrap-up message with leadership to keep them informed about wellness program efforts and successes.

To get started, contact your Providence account manager or health management consultant at 877-245-4077.

www.ProvidenceHealthPlan.com
OUR MISSION
As people of Providence,
we reveal God’s love for all,
especially the poor and vulnerable,
through our compassionate service.

OUR CORE VALUES
Respect, Compassion, Justice,
Excellence, Stewardship

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