



Quiz

How Inclusive is Your Health and Wellbeing Program?



Inclusive benefits and leadership across the organization have never been more critical as we move toward a post-pandemic world.

Why? Because a sense of belonging has never been more important for attracting and retaining talent and drawing out more of the full potential of your workforce.

Employees expect more from their leaders and organizations.

At this pivotal moment, a new kind of inclusive culture can help build workplaces that people stay at and improve performance in a competitive environment.



What it means to have an inclusive workplace is playing out against a fundamentally more complex backdrop.

Our organizational environment in 2024 differs from the one we left pre-pandemic. Societal dynamics and expectations are different from those in early 2020. These changes come with new possibilities, challenges, and a new awareness of problems. What people expect from their organizations is evolving. Our work environment, and the leadership that shapes it, must evolve as well.



Two things are clear:

- This is a pivotal moment for organizations to sustain the decades-long progress toward diversity and realize the full range of potential across the workforce by cultivating cultures of inclusion and belonging.
- Wellbeing and healthcare accessibility and affordability are at the forefront of retaining employees in a more complex environment, playing a pivotal role in sustaining performance and cultivating belonging.

How inclusive is your workplace health and wellbeing program?

Creating a company-wide culture of health and wellbeing can reap big rewards for employers and employees. The most impactful health, wellbeing, and benefits navigation solutions include and motivate the entire workforce, not just high-risk employees or those with health conditions.



Take the quiz to find out if your corporate health and wellbeing program is accessible to everyone in your organization – or if there's room for improvement.

1 Do your employees perceive the workplace health culture as aligned with organizational policies and priorities and their professional goals?
 Yes No

2 Can you identify and track underlying barriers to healthy workplace cultures such as trust, sense of community, work pride, workplace pride, etc.?
 Yes No

3 Does the content, imagery, and videos in your employee communications and health and wellbeing program portray people of all genders, races, ethnicities, ages, and abilities?
 Yes No

4 Are your health and wellbeing benefits accessible to employees and partners outside the workplace?
 Yes No

5

Are you getting proven strategies and ideas from your account management team about engaging all employees, including the hard-to-reach?

Yes No

6

Does your organization support affordable care coordination for employees across preventative, episodic, and chronic conditions?

Yes No

7

Do the coaches and advocates supporting your health and wellbeing program go through ongoing training to appropriately respond to the unique combination of cultural variables – including ability, age, beliefs, ethnicity, experience, gender, gender identity, linguistic background, national origin, geographic location, race, religion, sexual orientation, and socioeconomic status?

Yes No

8

Can your health and wellbeing program support personalization based on social determinants of health?

Yes No





9

Are your health and wellbeing program and communication materials available in all employee-preferred languages?

Yes No

10

Are the incentives or goals in your program available outside of physical activity only?

Yes No

11

Does your health and wellbeing program celebrate and promote different cultures?

Yes No

12

Can employees invite friends and family to join your program to support social connection?

Yes No

13

Are you getting insights and data from your health and wellbeing partner to help enhance benefits and strategic recommendations that will result in better health outcomes and lower costs?

Yes No

Add the total number of questions you answered Yes to, for your score _____



0-5 Points

Needs Work

Immediate improvements must be made if your health, wellbeing, and healthcare benefits navigation solution needs to meet the minimum.

Hard truth: Today, your program needs to be more inclusive and deliver the desired outcomes.

Get your strategy back on the right path. These resources can help you improve the inclusivity and effectiveness of your health, wellbeing, and healthcare benefits strategy:

- [Instilling Trust Within Your Organization to Create Positive Change](#)
- [Evaluating Your Wellbeing Program Through a DEI Lens](#)
- [How Virgin Pulse Supports Diversity, Equity, and Inclusion](#)



6-10 Points

On the Right Path

Not too shabby, but there's room for improvement.

Look at any questions you answered “no” to. Whether you need to address your incentives or make your program more relevant to a global audience, work with your company and wellbeing program provider to improve those areas and start making changes today that will allow you to answer “yes” to those questions soon.

It's also time to ask for feedback from your employees. Getting their input can help you identify areas for improvement that might otherwise be overlooked and create an action plan that addresses the most pressing issues first. Not only that, your existing workplace culture can be leveraged to make positive changes to your health, wellbeing, and benefits navigation program if you know where to start. Check out our [webinar on getting a pulse on your culture](#) with Virgin Pulse Science Advisory Board Member Mary Marzec, Ph.D., and Missie Dillion, who explains how to make the most out of what you're doing right and use that momentum to take your strategy to the next level.



11-13 Points

On Pulse

Great job! You've been working hard to make inclusivity a critical part of your health and wellbeing program. Your efforts are helping to create a positive and supportive workplace culture where employees can bring their best selves to work every day.

Are you looking to healthcare benefits navigation with advocacy to your strategy this year? Learn how these programs increase healthcare accessibility and affordability for your entire population. As you strive to find ways to continue making your strategy as inclusive as possible, ensure your employees know about all the options available to them.

More than a Workplace Priority, DEI-First Tech Equity

At Virgin Pulse, we are a global company designing experiences and content for a diverse, worldwide audience. We're people first, always. Creating the conditions for whole-person engagement means honoring diverse lived experiences and prioritizing inclusive language, content, and imagery across our entire experience, with ongoing enhancements and audit standards to ensure diverse representation. Because when your people feel seen, heard, understood, and valued, they're more likely to remain loyal to your organization and deliver higher quality Work.



Over the last few years, employees have driven a change in the Employee – Employer value proposition. One key element of this change is a demand that your resource and support are inclusive and foster a greater sense of belonging. At Virgin Pulse, we're driving health equity through technology with holistic content, programs, and person-to-person support.

Notably, for our Work – DEI is more than a workplace priority. It's essential to both the physical and mental health and wellbeing of your people as well as the health of your business. Research shows that organizations that successfully establish a diverse, inclusive, and equitable culture can expect an 8x greater likelihood of attaining better business results than their competitors¹.

To us, Diversity is a fact. Equity is a choice. Inclusion is an action. Belonging is an outcome. Justice is the process.

1. <https://www2.deloitte.com/us/en/insights/deloitte-review/issue-22/diversity-and-inclusion-at-work-eight-powerful-truths.html>



Homebase For Health®

Innovative leadership from HR teams isn't the only thing reshaping the employee experience. Today's diverse and dispersed workforce is looking for more than an organizational culture of health and wellbeing—they want the ability to easily access and seamlessly engage with the benefits they need, whenever and wherever they need them.

Homebase for Health® unifies and simplifies the employee wellbeing experience by bringing all your benefit investments together into one digital health ecosystem. Based on human-centered and inclusive design, Homebase for Health® is powered by artificial intelligence to deliver evidence-based tools and resources tailored to each employee's unique wellbeing journey—without the additional administrative burden.

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