



# Frequently Asked Questions



## Thank you for your interest in Connect to Wellness!

Congratulations on taking steps to support the health of your employees! Below are answers to some of the most frequently asked questions about the Connect to Wellness program.

### What is Connect to Wellness?

Connect to Wellness is an **affordable, evidence-based workplace wellness program** designed specifically for **small businesses and organizations**. Developed by the University of Washington’s Health Promotion Research Center, it helps employers create healthier workplaces with practical tools and support. To date, the program has partnered with over **200 employers and 11,500 employees nationwide**.

### What size companies can enroll in Connect to Wellness?

The Connect to Wellness team understands that smaller organizations often work with fewer resources than larger ones, so each aspect of this program is meant to be a light lift. Over the past 15 years our team has worked with a variety of organization sizes – from those with fewer than 10 employees to those with more than 1,000. What matters most is **that you and your employees have an interest and intent in improving the health of your organization**. If you have concerns about how large (or small!) your organization is and how Connect to Wellness will work for you, then we encourage you to reach out to our team at [ctwell@uw.edu](mailto:ctwell@uw.edu).

### What makes Connect to Wellness different from other wellness programs?

**Evidence is a key part of our brand** and Connect to Wellness is based on evidence-based practices, which have been proven to work through **rigorous scientific testing**. Via our suite of **Comprehensive Toolkits**, Connect to Wellness emphasizes practices that are **low-cost and high benefit**, which differentiate our program from those designed for larger organizations.

See below for a few examples of what you will find in the Connect to Wellness **Comprehensive Toolkits**.

Connect to Wellness Toolkits	Examples of Resources
<b>Healthy Food &amp; Beverages</b>	<ul style="list-style-type: none"> <li>• Tools and tips for providing healthy, affordable foods and beverages in the workplace, including vending machines and break rooms</li> <li>• Ideas for offering healthy foods and beverages at meetings and events</li> </ul>
<b>Physical Activity</b>	<ul style="list-style-type: none"> <li>• Printable posters and flyers encouraging physical activity for all levels</li> <li>• Instructions for how to negotiate gym or fitness center discounts or incentives for smaller organizations</li> </ul>
<b>Stress Management</b>	<ul style="list-style-type: none"> <li>• Templates for reducing stress in the workplace</li> <li>• Materials and activities that support employees in reducing stress and building resilience</li> </ul>
<b>Wellness Committees</b>	<ul style="list-style-type: none"> <li>• Guide to creating and maintaining a wellness committee to engage employees and speed up progress</li> <li>• Resources to effectively promote wellness committee participation</li> </ul>

*Additional Toolkits focus on getting your wellness program started, creating wellness committees, health communications, tobacco cessation and control, illness prevention, and preventive screenings.*

### Is Connect to Wellness an affordable option for businesses with small budgets?

Too many wellness programs assume a worksite has funds set aside for wellness activities and promotion. At Connect to Wellness we understand that, while employee health is important, sometimes there just isn't a budget for it. That's why **all the resources within Connect to Wellness are meant to be free or low-cost** (while still being evidence-based), ensuring that, regardless of your budget, you're able to support employee health using methods that are known to work. **We've priced Connect to Wellness™ to be based on number of employees (either fewer or greater than 25)**. For worksites with fewer than 25 employees it's \$550 a year, and those with more than 25 employees it's \$700 a year.

### Do I need to have a health insurance program or an EAP to enroll in Connect to Wellness?

It's not required for your worksite to have health insurance or an EAP in order to enroll. Connect to Wellness can be implemented at a worksite by itself, or it can be integrated as part of a larger wellness offering that your worksite has. It focuses on **practical, accessible wellness activities** that any workplace can easily implement.

### Do all of my employees have to sign up for Connect to Wellness?

No need to count how many of your employees will participate - Connect to Wellness is designed to impact the organization as a whole, with resources such as programs, communication templates, and example policies. Using this method of approaching workplace wellness, Connect to Wellness can **positively impact the health of your employees** regardless of their shift, FTE, or their availability outside of work.

### What happens after we sign up?

Within five (5) business days, your Connect to Wellness consultant will schedule your first meeting to complete a **Workplace Assessment**. At your second meeting, you'll receive a customized **Recommendations Report** along with secure access to **Comprehensive Toolkits, Recognition Materials**, and supporting materials. Over the next 12 months, you'll use these resources to put your recommendations into action, with up to two hours of **free technical assistance** available from your consultant. After 12 months, your Connect to Wellness consultant will conduct a follow-up assessment to review your progress, celebrate your successes, and to update your Recommendations Report to reflect your updated wellness goals.

Below you'll find more details about each activity.

Activity	Details
<b>Workplace Assessment</b>	<ul style="list-style-type: none"><li>• Complete the initial Workplace Assessment with your Connect to Wellness consultant</li><li>• Ask any questions about the specific needs of your organization and employees. This is what this meeting is for!</li><li>• Complete a second Workplace Assessment 12 months later to track your progress</li></ul>
<b>Recommendations Report</b>	<ul style="list-style-type: none"><li>• Review the customized Recommendations Report with your Connect to Wellness consultant</li><li>• Receive access to the Comprehensive Toolkits and supporting materials</li><li>• Ask any questions you have about which recommendations make the most sense for your organization and employees</li><li>• Your consultant will present you with the full set of options, but the choices are up to you</li></ul>
<b>Implementation</b>	<ul style="list-style-type: none"><li>• Explore the Comprehensive Toolkits and other resources designed to support you every step of the way</li><li>• Receive up to 2 hours of free technical assistance per year</li><li>• Additional assistance is available if needed (see pricing details here)</li></ul>

## What's the time commitment for Connect to Wellness? How quickly does it take to get started, and how long does it last?

Getting started with Connect to Wellness **couldn't be easier** – you meet with your Connect to Wellness consultant twice, once to complete an assessment where you tell them about what you're currently doing and what your goals are, and a second time to hear their recommendations and receive an Implementation Plan. After those two meetings, you can get going! Your Connect to Wellness consultant will **regularly reach out** to see if additional support is needed, but Connect to Wellness is designed to be low lift. Your worksite can engage with Connect to Wellness for as long as you would like. After a year with the program, you'll meet again with your Connect to Wellness consultant to do another assessment, this time to **recognize the areas you've grown**, and to identify any new goals you may have.

## Can I do other programs or policies that aren't included in the toolkits, or integrate Connect to Wellness into what we're already doing?

**You know your employees best** – if there's a policy or program that you think would serve your employees in addition to those found in Connect to Wellness, then you're welcome to implement it as well. We recommend checking in with your Connect to Wellness consultant prior to implementing these other initiatives – some popular programs and challenges aren't backed by science, and your consultant may have an idea of how to achieve the same goal with an **evidence-based solution**.

## How does Connect to Wellness help me support my employees?

Connect to Wellness is customizable – your recommended wellness strategies are **tailored to fit** your small business's unique culture and priorities. Because it's research-backed, employees benefit from proven approaches that **improve health and engagement**. Connect to Wellness adapts to what your team wants, so your staff sees relevant, practical wellness options that make a real difference.

## Can Connect to Wellness help my employees with mental health concerns?

Our team believes that mental health is just as important as physical health, and we've been hard at work building out mental health supports. Currently, one of our most popular toolkits is the **Stress Management toolkit**. This includes resources for employees to use to help with day-to-day stress management, as well as resources for employers to implement at the organization level to make the worksite less stressful overall.

**Connect to Wellness is based on continuous research**, and our team continues to keep our fingers on the pulse of what employers and employees at small businesses want. As part of this, we're currently building out a more comprehensive toolkit that will address mental health concerns such as depression, anxiety, and sleep. Check back soon for more updates!

## I'm concerned about productivity and retention, can Connect to Wellness help with that?

Connect to Wellness supports productivity and retention by creating a **healthier, more engaged workforce**. Because the program is customizable, it aligns with your business's priorities and culture, **helping employees feel valued and supported**. Research shows that when staff have access to relevant wellness resources, they're more likely to stay with their employer, perform better, and contribute to a positive workplace environment (can include same cites from webpage).

## What support is provided by this program?

Your Connect to Wellness consultant will guide you through a **Workplace Assessment** to learn more about the wellness

goals of your organization and current wellness practices. They will then use that information to generate a customized **Recommendations Report**. Your consultant will guide you through the report and assist you in creating an **Implementation Plan**, and afterwards they will provide you with access to the **full set of Comprehensive Toolkits, a suite of Recognition Materials, and other resources**. At that point your organization will have all it needs to launch the program, but if you require a bit more help or have other questions, you may receive up to **2 free hours of additional consultation per year**, with the option of more time if you need it.

### **Want more information or have other questions?**

Please contact us at [ctwell@uw.edu](mailto:ctwell@uw.edu). We look forward to partnering with you to bring all the benefits of a healthy workplace to you and your employees!