

8 Things You Need To Know About Employee Wellness Programs



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Employee wellness programs can look different at different companies, and that's a good thing.

Ultimately, your employees should be the focus of your wellness program—end of story.

Employee wellness is all the rage. More companies jump on the bandwagon each day. Some companies go all in. They invest in their employees, provide wacky wellness perks and strategize for employee health. Others do wellness on a smaller scale and only offer the bare necessities.



(Negative Space)

The degree to which different companies do employee wellness falls on a spectrum, and that's just fine. What's important is that you're thinking about employee health and recognizing the role wellness can play among your workforce.

Whether seasoned or new to the game, large or small, simple or complex, every wellness program contributes to the strides being made toward a healthier corporate environment. No matter where your wellness program sits, there are eight things you absolutely need to know about employee wellness.



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There's No One Definition

There really is no “right way” to do a wellness program. Employee wellness programs can look different at different companies, and that’s a good thing.

Wellness should be tailored and made relevant to your employees—not the other way around.

Many companies choose to offer preventative services like biometric screenings and health fairs. Others focus on health education. Still others choose specific issues to focus on like smoking cessation or physical activity. All are excellent options in building a wellness program relevant to the needs of your workforce.

They're Surprisingly Easy

There are a variety of resources available to make wellness a surprisingly easy task to manage. In fact, many companies don’t even have one specific position designated to managing their wellness program. That’s because wellness programs can easily be managed by committee, or even lumped with similar HR duties.

Your wellness program doesn’t have to cause extra stress—that would actually

defeat the purpose and counteract your focus on health. With the vast amount of credible health information online, and the emergence of companies dedicated to employee health, wellness programs are easier to manage than ever before.

They Can Be Highly Inclusive

Some people worry that wellness programs only reward people who are already healthy, and wind up punishing those who still have a ways to go. The truth is, however, that wellness can be incredibly inclusive. As research continues to support the importance of a holistically healthy lifestyle, wellness programs have expanded to address health on multiple levels.

Many wellness programs now address things like emotional well-being, mental health and financial wellness. They can also include all types of people. All programs address the health of their employees. Many have extended into the home to also impact the health of spouses and dependents.