



Managing High Risk – Engage and Change

Engaging High Risk Individuals And Keeping Them On Track

In our last edition of Corporate Health News we introduced a new and highly engaging health behaviour change intervention called Wellness Coaching. It operates by having a professionally trained Wellness Coach work directly with the individual 'where they are at' in terms of their health concerns, goals and readiness to change (rather than the traditional approach of telling them what they need to do).

This interactive model is very powerful for individuals with 'high health risks', or executives with little time to manage their health, as it empowers the individual to want to change and take control.

This program was recently launched into an Australian Call Centre environment with remarkable results. Baseline assessment results showed more than 67% of staff were below average in terms of their health and wellbeing status, and 39% were high risk. The average Health & Wellbeing Index per employee was 42/100. **Consequently the business was losing more than 30% productivity and suffering 1.5 times higher absence in those employees with poor health.**

The 12-week Wellness Coaching program was launched to engage those employees with high health risks and support them to positively change health behaviours. The program was a great success achieving the following results:

Strong traction with high risk employees - 76% of participants commencing the Wellness coaching program were high risk and 18% were medium risk hence the engagement and delivery model hit the mark in terms of traction with the high risk population

Positive retention rates - 70% of employees who commenced the program were still actively participating 10 weeks into the program

Sound goal achievement - each participant achieved an average of more than 2 primary health goals during the program

Encouraging self efficacy gains - participants reported between 15% and 25% improved confidence in changing behaviour long term



The Wellness Coaching model is an ideal corporate health model if you are looking to engage staff or executives and keep them involved in changing their health. If you would like to learn more about Wellness Coaching please contact us at info@springboardhp.com.au or call 1300 788 690.