



Frequently Asked Questions

About Working on Wellness

1. What is Working on Wellness?

Working on Wellness is a program of the Massachusetts Department of Public Health developed in partnership with Health Resources in Action and Advancing Wellness. Working on Wellness is a self-service online curriculum designed to help employers develop and implement evidence-based worksite wellness initiatives.

2. How does the Working on Wellness program work?

Employers enroll in the program by creating a simple profile. The online curriculum provides detailed guidance and tools to help your organization develop a worksite wellness initiative.

Who should enroll?

3. Is this program open to all employers?

Any employer who wants to learn how to implement a worksite wellness initiative in your workplace can access the program.

4. How does my business/organization participate in Working on Wellness?

It's very easy. Just visit the MAWOW.org website. Click on www.mawow.org/register to create an account. As part of setting up your account, you will be asked a few questions about your organization. Once you have set up your account, you are ready to start the self-service curriculum.

5. My company/organization has been doing wellness programs for a couple of years. Can we use the Working on Wellness curriculum?

Companies that currently have a wellness initiative are encouraged to use the curriculum. It provides tools and resources to support and enhance your efforts.

6. Who is the program intended for?

Working on Wellness is intended for any organization interested in implementing a wellness initiative within their organization or who already has a wellness initiative. It is recommended for organizations willing to make the time commitment to use the online curriculum and to implement the wellness initiative.

What can we expect in the program?

7. What is expected of my company/organization in the program?

We expect that each employer using Working on Wellness curriculum will follow the steps of the program to create a worksite wellness initiative. Upon successful completion of the curriculum, your organization will receive a certificate of completion.

8. My company has a wellness initiative and we've already gotten it off the ground. Are the elements of Working on Wellness that we can skip if we've already done them?

Many organizations may have some elements of a wellness initiative prior to coming into Working on Wellness. We encourage you to leverage all the work you have done thus far when working through the Working on Wellness curriculum. We do require that you complete all the steps of the program.

9. Do I have to go through the whole online curriculum?

You do not have to go through the whole curriculum. You can view the sections that are most relevant to the level of maturity of your wellness initiative. If your organization is new to worksite wellness, we highly recommend viewing the curriculum in the order of the Program Development Cycle steps.

10. How much time should we expect to devote to the program?

The Working on Wellness program model suggests establishing key roles within the organization. This includes an Executive Sponsor, a Champion to manage and organize the program, and a Wellness Committee made up of employees. The Sponsor will be involved a few hours each month. The Champion can expect to spend approximately 2-4 hours per week, depending on the number of employees in your organization and the scope of the program. Each Wellness Committee member can expect to spend approximately 4-6 hours per month, with more required during specific program implementation activities. In the early stages of the program, when there are several learning and assessment steps, the commitment will be on the higher end of this estimate. The time required overall may vary based on the scope of the program. All time for managing and implementing the program for the Wellness Champion and Committee should be on company time. While it is not a requirement of Working on Wellness, successful wellness programs include wellness job responsibilities in the job description for the individuals in the Champion and Wellness Committee roles.

11. What tools and resources are available in Working on Wellness?

There will be a variety of tools and resources available from Working on Wellness. These tools and resources include:

- Assessment and Evaluation Surveys
- Educational materials
- Case studies
- Previously recorded webinars
- Online searchable toolbox of free, publicly available resources.

12. If I have questions while using the curriculum, how do I get help?

At any time, you can email workingonwellness@state.ma.us for assistance with the curriculum or questions on Working on Wellness.