



Survey developed in collaboration with Organizational Wellness & Learning Systems

## **Workplace Well-Being**

### **A Multi-County Needs Assessment (New York State)**

**Please complete here <https://www.surveymonkey.com/r/X5SX9BN>**

#### **Mission**

This project seeks to improve well-being in the workplace, including mental, physical, and financial health, **and** support workplace leaders and managers in making the best decisions about these issues.

#### **Purpose**

Your perspective is very important during this critical time. This 10-15 minute survey invites your insights and opinions about well-being. Survey results will be shared through Chambers of Commerce and Public Health agencies throughout the New York area.

#### **Know Before You Start (Information Requested)**

Any information you provide will be confidential. Results will be reported in aggregate only. Individual responses will not be identifiable in any report.

The survey asks for information you may need before proceeding. [Click here for a pdf](#) of the survey to help prepare you for questions about organization size, employee information on wage, hours worked, and financial investment in wellness.

If you agree to participate, please click Next below. By clicking Next, you are giving your consent to participate.

Please email [aldrich@organizationalwellness.com](mailto:aldrich@organizationalwellness.com) if you have questions about this survey.

Note. If you work in a Human Resource (HR) Department or have a job relating to the HR function, please answer the survey questions with regards to your local work area.

#### **SURVEY FUNDING**

The survey is funded through a unique coordination of Federal and State grants to the Southern Tier 8 Economic Development Board (Binghamton) and Collaborative Recovery Empowerment of the Southern Tier (CREST); and also the Team Awareness Workplace Wellness (TAWW) project to the National Council on Alcoholism and Drug Dependence — Rochester Area (NCADD-RA) and the Leatherstocking Education on Alcoholism/Addictions Foundation (LEAF) in Oneonta.

## SECTION 1. BACKGROUND: ABOUT YOUR ORGANIZATION, COMPANY, OR AGENCY

Some questions below ask for specific details. If you don't know please offer your best guess.

\* 1. What is the size of your organization (the total number of people in your organization)?

- Micro (1 to 10 Employees)
- Small (11 to 49 Employees)
- Between Small and Medium (50 to 99 Employees)
- Medium (100 to 499 Employees)
- Large (500 or Greater Employees)
- Don't Know

\* 2. Which of the following best describes the industry of your organization?

\* 3. Type of organization

- For-profit
- Nonprofit
- Other (please specify)

\* 4. Zip Code of Your Workplace

5. Company Name (Optional)



\* 9. In the past 6 months, to what extent have financial health and productivity problems in your organization been caused by:

	Not at all	To a Small Extent	To a Moderate Extent	To a Large Extent	To a Very Great Extent	Don't Know
Employee stress or burn-out	<input type="radio"/>	<input type="radio"/>				
Employee mental health concerns (depression/anxiety)	<input type="radio"/>	<input type="radio"/>				
Employee alcohol misuse	<input type="radio"/>	<input type="radio"/>				
Other drug use (for example, prescription drug misuse, opioids, marijuana, illegal drugs)	<input type="radio"/>	<input type="radio"/>				
General health and well-being (for example, poor diet, lack of exercise)	<input type="radio"/>	<input type="radio"/>				
Lack of sleep and fatigue	<input type="radio"/>	<input type="radio"/>				

**PART B. TIME SPENT**

The next three items seek to understand the impact the above issues have had on both you and your employees.

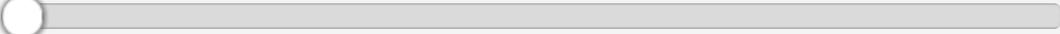
\* 10. How many hours do you work in a typical work week?

10 Hours 100 Hours+

\* 11. What percentage of **your own time** at work (in a typical month) have you spent dealing with the above work issues? This includes taking time to:

- put out fires or deal with crises
- do extra work you would otherwise not have to do
- take extra problem-solving time
- talk to employees
- coach, counsel, or discipline
- conduct performance reviews
- meet with human resources
- work with consultants or vendors

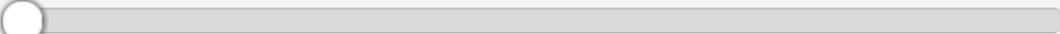
0% 90%+



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\* 12. For the **typical employee**, what percentage of **an employee's workweek** is unproductive because of their stress, burn-out, mental health, alcohol, or drug misuse issues?

0% 50% +



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## SECTION 3. ORGANIZATIONAL HEALTH SUPPORTS

### PART A. ADDRESSING THE PROBLEM

Below are services/programs listed in National Surveys from *The Centers for Disease Control and Prevention* and the *International Foundation of Employee Benefit Plans*. These programs can be effective in reducing the problems you rated above.

\* 13. For each of the following, please check whether you know that your organization provides the service or program.

- A. DEPRESSION AND STRESS COACHING OR COUNSELING.** Free or subsidized lifestyle coaching/counseling or self-management programs that give employees skills for managing depression or major stress.
- B. MANAGER TRAINING ON STRESS.** Train managers to improve their ability to recognize and reduce workplace stress-related issues for themselves and the employees.
- C. POSITIVE RESILIENCE AND THRIVING.** Train employees on positive attitudes toward stress, resilience, and thriving as an individual and as a team.
- D. MIND-BODY PRACTICE: MINDFULNESS, MEDITATION, YOGA.** Interactive educational programs (for example, workshops, lunch and learns, webinars) that give employees skills in meditation, relaxation, yoga, tai chi, qigong, deep breathing.
- E. ALCOHOL AND OTHER DRUG USE ASSESSMENT AND FEEDBACK.** Alcohol and other substance use screening (for example, through health risk assessment) followed by brief intervention and referral for treatment.
- F. EDUCATION ON HEALTH PROMOTION INTEGRATED WITH SUBSTANCE USE PREVENTION.** Interactive educational programs (for example, workshops, lunch and learns, webinars) that integrate health promotion with substance use prevention.
- G. EDUCATION ON SLEEP HABITS AND SLEEP DISORDERS.** Interactive educational programs (for example, workshops, lunch and learns, webinars) that address sleep habits and treatment of common sleep disorders.
- H. ANTI-STIGMA CAMPAIGNS AND PROMOTE A RECOVERY-FRIENDLY WORKPLACE.** Institute policies and practices that reduce the stigma of mental health and substance use disorders for employees and family members.
- I. COMMUNICATION, TEAM BUILDING, AND “SOFT” SKILLS DEVELOPMENT.** Includes listening skills, teamwork, identifying team strengths, and other practices to improve the work culture.
- None of the above

### PART B. YOUR SOLUTIONS

**\* 14. SELECT YOUR TOP THREE**

Please select the three services that you are most interested in to help **reduce employee health issues**.

	First Choice	Second Choice	Third Choice
<b>A. DEPRESSION AND STRESS COACHING OR COUNSELING .</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>B. MANAGER TRAINING ON STRESS.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>C. POSITIVE RESILIENCE AND THRIVING .</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>D. MIND-BODY PRACTICE: MINDFULNESS, MEDITATION, YOGA.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>E. ALCOHOL AND OTHER DRUG USE ASSESSMENT AND FEEDBACK .</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>F. EDUCATION ON HEALTH PROMOTION INTEGRATED WITH SUBSTANCE USE PREVENTION.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>G. EDUCATION ON SLEEP HABITS AND SLEEP DISORDERS .</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>H. ANTI-STIGMA CAMPAIGNS AND PROMOTE A RECOVERY-FRIENDLY WORKPLACE.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I. COMMUNICATION, TEAM BUILDING, AND “SOFT” SKILLS DEVELOPMENT.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* 15. Imagine your organization implemented the three services you selected above. To what extent would these help with reducing your employees' substance misuse risk and improving their mental well-being?

- Not at all
- A little
- Some
- A lot
- A great deal
- Don't Know

\* 16. If services are available, how likely is your organization to implement the three services?

- Extremely Unlikely
- Unlikely
- Neutral
- Likely
- Extremely Likely
- Don't Know

\* 17. What percentage of employees would your organization offer these services to?

Selected Group (for example: 10%) All (100%)

\* 18. If services are available, how confident are you in your organization's ability to implement any of the top 3 services you selected for your workplace?

- Not confident
- A little confident
- Somewhat confident
- Confident
- Very confident
- Don't Know

\* 19. If your organization were to offer employees the **number one service** that was selected above, how much would your organization be willing to spend per employee per year?

- Maximum of \$100 per employee per year
- \$100 - \$200 per employee per year
- \$200 - \$400 per employee per year
- \$400 - \$700 per employee per year
- Over \$700 per employee per year
- None of the Above
- Don't Know

\* 20. **PREVENTING PRESCRIPTION DRUG/OPIOID MISUSE.** We also want to know your organization's interest in offering programs that address the current and growing Opioid epidemic, including Prescription Drug and Opioid misuse. This includes any one of a range of proven strategies. Please check below any you are interested in having.

- Provide and promote interactive educational programming on empowering employees to be more health-conscious and find healthy alternatives for dealing with pain, anxiety, sleep, energy, or other issues.
- Offering and promoting alternative pain management treatments
- Limiting number of pills post-surgery
- Narcan (Naloxone HCl)-an opioid antidote used in event of overdoses-available at worksite
- Prior authorization of outpatient opioid prescriptions in excess of a specified number of days
- Revised company policies regarding substance use disorders
- Allow Certified Peer Recovery Specialists (who coach workers in recovery) to meet with employees at the worksite as requested or needed
- Increased drug-testing
- None of the above

\* 21. How important would it be for your organization to have a program or strategy that prevents "Prescription Drug and Opioid Misuse" when compared to your top three choices of interest?

- Much less important
- Less important
- Of equal importance
- More important
- Much more important

## Section 4. ABOUT YOUR EMPLOYEES

This section helps to estimate financial impact of health problems.

### FULL-TIME EMPLOYEES

\* 22. How many full-time employees does your organization employ in your local area (or best estimate)?

- Don't Know
- Number of Employees

\* 23. What is the average hourly pay of your full-time employees?

- Don't Know
- Hourly Pay

\* 24. On average, how many hours do your full-time employees work per week? (Or best estimate)

- Don't Know
- Hours Worked a Week

### PART-TIME EMPLOYEES

\* 25. How many part-time employees (less than 30 hours per week and are regular, contract, or seasonal) does your organization employ in your local area?

- Don't Know
- Number of Employees

\* 26. What is the average hourly pay of your part-time employees?

- Don't Know
- Hourly Pay

\* 27. On average, how many hours do your part-time employee works per week? (Or best estimate)

Don't Know

Hours Worked a Week

## SECTION 5. ABOUT YOU

If you would like to receive a copy of the survey findings, please enter your contact information below. Your contact information will be kept confidential not be paired with your responses in our reports.

28. Name (Optional)

29. Email Address (Optional)

\* 30. Job Title

- CEO/COO/CFO/CIO/CHRO/CMO/President
- Director/Vice President
- Owner/Founder
- Senior Manager
- Manager/Supervisor
- Health and Wellness Professional (Consultant, Coach)
- Other (please specify)

31. What is your level of annual total compensation? (Optional. Please note that this information helps us better estimate the costs of dealing with employees with low well-being. Your salary will be kept confidential.)

- < \$25,000
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999
- \$100,00 - \$124,999
- \$125,000 - \$149,999
- \$150,000 - \$199,000
- \$200,000 or more

\* 32. Does your company have an Employee Assistance Program (EAP)--for example, access to 24/7 mental health and substance misuse counseling for employees?

- Yes – we have an EAP vendor
- Yes – we get EAP services included with a health plan or insurance
- No
- Don't Know

\* 33. How much does your organization currently spend annually for employee well-being, stress management, and EAP (beyond what is included in health plan services)?

- Don't Know
- \$

\* 34. How effective has your EAP been in helping employees address mental health risk or other issues described in this survey?

- Not effective
- A little effective
- Somewhat effective
- Effective
- Very effective
- Don't Know
- N/A - We do not have an EAP

35. Comments and/or Feedback. We welcome any or all ideas that you have for improving mental well-being and lowering substance misuse risk both within the workplace as well as in the surrounding community where you work.