

# Health & Wellness Newsletter May 2021

## Health Risk Assessment

**A Health Risk Assessment is a screening tool that helps individuals identify and understand their health risks and monitor health status over time.**

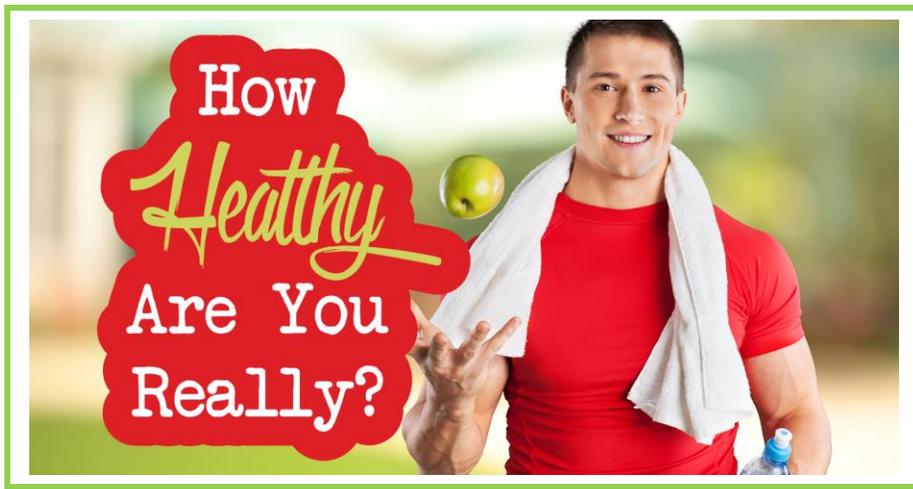
The HRA was originally developed as a paper and pencil instrument in the 1940s, it has since evolved into an interactive electronic tool that provides a personal health assessment score, tailored educational messages, and other resources to motivate behavior change and achieve risk

Most health risk assessments provided to employees include a questionnaire, collection of biometric data, a blood draw, and personalized feedback about actions that can be taken to reduce risks, maintain health, and prevent disease.

HRA questions and collected data usually include information related to:

- ✦ Demographic characteristics – age, gender
- ✦ Lifestyle behaviors – exercise, eating habits, alcohol and tobacco use
- ✦ Emotional health – mood, stress, life events
- ✦ Physical health – weight, blood pressure, cholesterol & blood sugar levels
- ✦ Current and previous health conditions
- ✦ Preventative screenings
- ✦ Readiness to change behaviors to improve health





## Incorporating an HRA into a Wellness Program

The key to a successful wellness program is the completion of an HRA. The health risk assessment helps wellness committees use the collected data to drive wellness initiatives, like:

- The biggest health risks among their population
- Areas that participants are most willing to change
- The impact of wellness program efforts over time

Administrative reports enable wellness program managers to identify priority health issues, set benchmarks, create wellness program goals, select appropriate interventions, and evaluate the wellness program's impact on their population's health.

## The Role of an HRA in Workplace Wellness

Health risk assessments serve many purposes in workplace wellness. Simply taking the assessment increases the individual's awareness of their habits and behaviors. This self-awareness can often lead to healthier habits. Some health risk assessments provide health education feedback and recommendations, helping motivate employees to make positive lifestyle changes.

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**Sources:** <https://www.wellsourc.com/health-risk-assessments/>  
<https://healthylifehra.org/how>