Creating a Wellness Committee

Establish a workplace culture of healthy habits

Helping your employees become the best version of themselves requires a multi-faceted approach. Creating a wellness committee to promote and support your employees’ well-being can have a significantly positive impact.

**Role of the wellness committee**

A wellness committee is an essential part of a successful worksite wellness program. Committee members serve as liaisons between the at-large employee population and key stakeholders of the organization. Its core function is to:

- Participate in the development of wellness program goals and objectives
- Assist in the planning and delivery of the wellness program events and activities
- Serve as the main route of communication to the employee population
- Encourage participation within individual work groups or departments
- Advocate for improved worksite policies
- Help evaluate or measure program efforts each year
- Contribute to an evolving wellness culture

**Forming the committee**

The right group size is up to you, but limiting it to no more than 15 members is best. Finding your committee volunteers may seem daunting at first, but asking prospective participants may be easier than you think. For example, consider inviting coworkers who:

- Pack their lunch everyday: they might be great advocates for better nutrition.
- Ride their bike to work or take walks during breaks: because their lifestyle already involves regular movement, they can help lead by example.
- Are outspoken about their disinterest in wellness: By including nay-sayers, you’re adding a valuable perspective that can help address the barriers that prevent people from taking steps toward a healthier path.

**Establishing a mission**

Once the committee is formed, the first few meetings should focus on developing a mission statement, goals, and objectives. If you have baseline information—from employee survey results, aggregate data from a health screening, health assessment data, or participation numbers—be sure to use it to tailor your goals and objectives around current needs. Data allows you to benchmark measurable results. And what gets measured is more likely to get done.

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