

THE 10 MOST FREQUENTLY ASKED QUESTIONS About Wellsource® Health Risk Assessments

Whether you're a health plan, hospital system, wellness organization, or employer of choice, a health risk assessment (HRA) is the first step in understanding your population. Organizations that offer HRAs to their population typically see benefits that include **higher employee productivity due to reduced presenteeism and absenteeism**, more accurate information to inform wellness program decisions, and lower healthcare costs.

Why? Because understanding your population is the best way to deliver wellness programs that speak to each individual's unique lifestyle habits, change readiness, and more.

When individuals in your population complete an assessment, they get a snapshot of their risk for things like diabetes, cancer, and obesity. This window into their future health can give them exactly the push they need to begin making simple changes to their daily habits to prevent chronic disease. Healthier behaviors lead to healthier lives.

While HRAs are not diagnostic tools they can help individuals prevent diseases by alerting them to their risk factors or making them aware that they've missed a recommended screening. This, in turn, should lead to better future health and cost savings for both the individual and the provider.

At Wellsource, we've got four decades of experience under our belt. In 1972 our founder, Dr. Don Hall, wrote an algebraic equation that helped to assess individual health. Since then we've been building on his initial concept as we develop comprehensive, evidence-based, and scientifically valid HRAs. We've worked hard to create a user experience that's engaging and user-friendly while refusing to compromise on our data-driven mission. As a result, our HRA is backed by high-quality data and provides users with an engaging experience that's easy to navigate, simple to understand, and quick to complete.

With all of that said, many people aren't fully aware of what an HRA is or what the benefits are. To help answer those questions we've pulled together a guide to answer ten of our most frequently asked questions.

Frequently Asked Questions

1. What is the Wellsource Health Risk Assessment?

The Wellsource HRA is a questionnaire that evaluates an individual's unique health risks based on their responses to a series of questions. Individuals are asked questions about their daily habits, including diet, exercise, stress levels, and mental health as well as biometrics (blood pressure readings, resting heart rate, et cetera). From there, evidence-based proprietary algorithms created by our in-house health and research team calculate both overall and detailed health scores for each individual. The assessment results include their risk factors for certain chronic diseases, such as cancer, diabetes, and heart disease, as well as feedback on areas of improvement.

The Wellsource HRA, which caters to four population segments – United States (US) Workforce, Non-US Workforce, Medicare, and Medicaid – can be integrated with health and wellness portals provided by third-parties or used as a standalone assessment.



2. Which Industry Certifications Does Wellsource Hold?

We proudly hold the **National Committee for Quality Assurance (NCQA) Wellness and Health Promotion Certification** for health appraisals and self-management tools. In fact, we were one of the first organizations to be certified in 2008 and have been continuously certified ever since. This certification verifies that our assessments and processes for collecting data are held to a high standard and include:

- Asking scientifically valid, evidence-based questions
- Having processes and procedures in place to protect each individual's information
- Conducting annual review, testing, and improvement
- Being accessible and understandable
- Empowering participants to achieve best health

3. How Long Does It Take to Complete the Health Risk Assessment?

The Wellsource HRA isn't a very time-consuming endeavor for most individuals. In fact, many individuals complete the Wellsource WellSuite® IV HRA for the Workforce in about 11 minutes. When you consider the fact that information gained from an HRA could potentially lead to life-enhancing and potentially life-extending lifestyle changes, 11 minutes seems well worth it!

Our assessments use branching logic, meaning that individuals will be shown questions that pertain to their specific situations based on their answers to previous questions. For example, if someone answers that they are a non-smoker, any questions pertaining to smoking will automatically drop off the assessment.

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4. How Many People Who Start Taking the Health Risk Assessment Complete It?

We're proud to say that our completion rate for individuals who have answered at least one question is just over 90%. Conversely, this means that just under 10% of people drop off the assessment after answering at least one question. This doesn't take into account anyone who has opened the assessment and exited without answering any questions.

5. How Can I Get My Population to Take the Health Risk Assessment?

The more members who are completing HRAs, the more resources and interventions your organization can provide to help boost overall population health. While Wellsource doesn't offer services that specifically address wellness program engagement, we do have some tips on how to maintain high engagement rates including:

- **Leading by example** – having individuals in upper management complete the HRAs will show others throughout the organizational hierarchy that they believe in the value of the HRA.
- **Showing benefits** – if there are incentives for completion beyond getting their results – such as discounted gym memberships or a voucher at a local health-food store, let them know!
- **Providing reassurance** – some individuals may be hesitant to complete HRAs since they're worried about who will have access to their information. Reassure them that their data is secure and that they are legally protected from discrimination based on their answers or results.

6. What Factors Make Up an Individual's Risk Score?

Assessments results are scored by comparing an individual's answers to a particular set of questions against values, norms, and recommendations derived from scientifically valid research using a fairly complex, proprietary algorithm. Our first HRAs were based on the concept of optimal health. We still believe that preventing disease is the first desired outcome; managing diseases for best quality of life is a close second. We use lifestyle habits such as sleep, nutrition, and exercise combined with current health factors such as blood pressure and weight to predict risks for future conditions and recommend steps that can result in improved health. The set of data that answers are compared to is constantly being updated as new guidelines and research becomes available.

7. Where Does the Research Behind the Health Risk Assessment Come From?

The research upon which we base our HRAs has been conducted or vetted by scientifically valid, known, and respected sources. These sources include government organizations like the Centers for Disease Control (CDC) and the U.S. Preventative Services Task Force, reputable health organizations such as the American Heart Association (AHA), and well-conducted studies published in medical journals.

8. Can I Customize or White Label the Wellsource Health Risk Assessment?

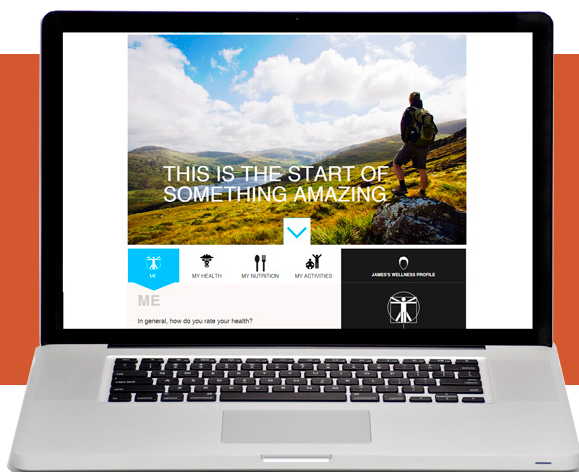
Yes! Since the Wellsource HRA can be integrated with third-party portals it is entirely possible for resellers to customize or white label the assessment and utilize it as a piece of their existing offerings. Keep in mind that additional questions may impact completion times, but won't alter the science behind our scoring algorithms.

9. Does the Wellsource Health Risk Assessment Offer Other Wellness Services?

While the Wellsource HRA is a crucial piece of the wellness pie, it isn't a full-service solution. As mentioned above, it can be integrated into an existing wellness portal or used as a standalone assessment, but it does not include any other wellness services like smoking cessation, fitness programs, etc.

10. Is Offering a Health Risk Assessment Worth the Cost?

Absolutely! The value of an HRA makes itself abundantly clear once your population begins implementing the interventions and resources they're given based on their results. Things like reduced absenteeism, improved employee engagement, and reduced turnover are just some of the benefits that come with increased health and wellness.



With cost-saving (and potentially life-saving!) information available to organizations and individuals by completing health risk assessments, it can be difficult to make a case against offering them to your population. To learn more, visit us online at wellsource.com or email well@wellsource.com.

About Wellsource

Wellsource Inc. has been a premier provider of evidence-based health risk assessments (HRAs) and self-management tools for four decades. With a strong reputation for scientific research and validity, we offer an innovative family of products that empower wellness companies, health plans, ACOs, and healthcare providers to inspire healthy lifestyles, prevent disease and reduce unnecessary healthcare costs. Our assessments connect lifestyle choices with healthy outcomes, measure readiness to change for maximum results and drive informed decisions with actionable data. For more information about Wellsource products, please visit www.wellsource.com or connect with Wellsource at well@wellsource.com.

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