

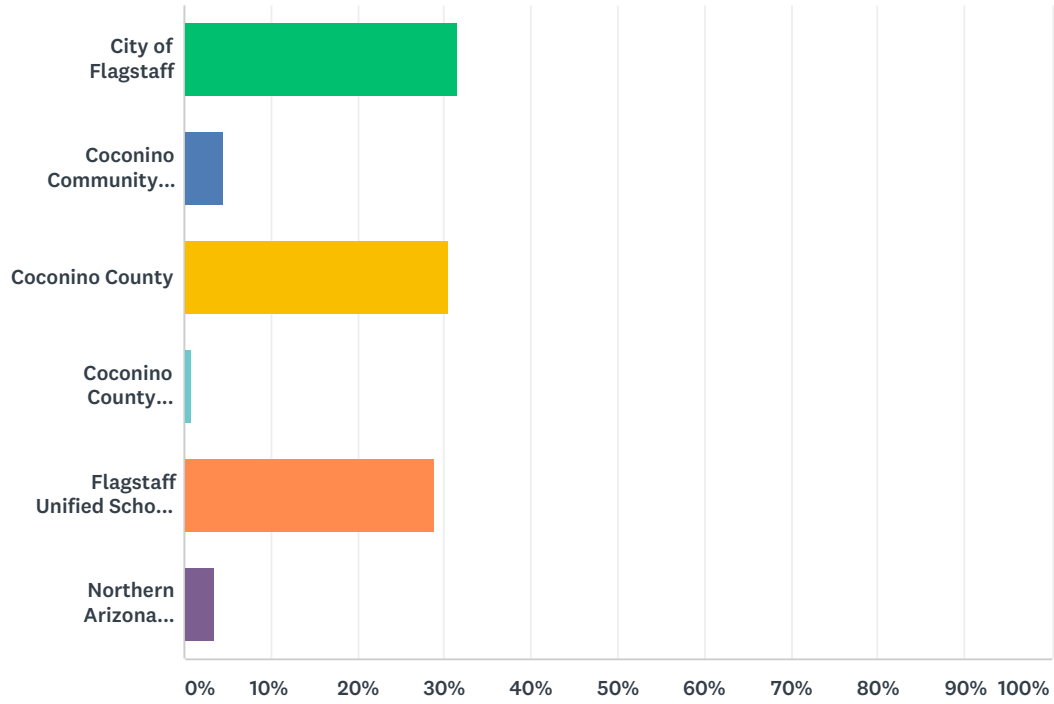
Q1 Optional: Provide your contact information and be entered to win TWO Harkin's Movie Tickets! Your contact information will not be included with the survey results.

Answered: 829 Skipped: 21

ANSWER CHOICES	RESPONSES	
Name	99.52%	825
Company	93.61%	776
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	99.03%	821
Phone Number	95.90%	795

Q2 Please tell us where you work.

Answered: 850 Skipped: 0



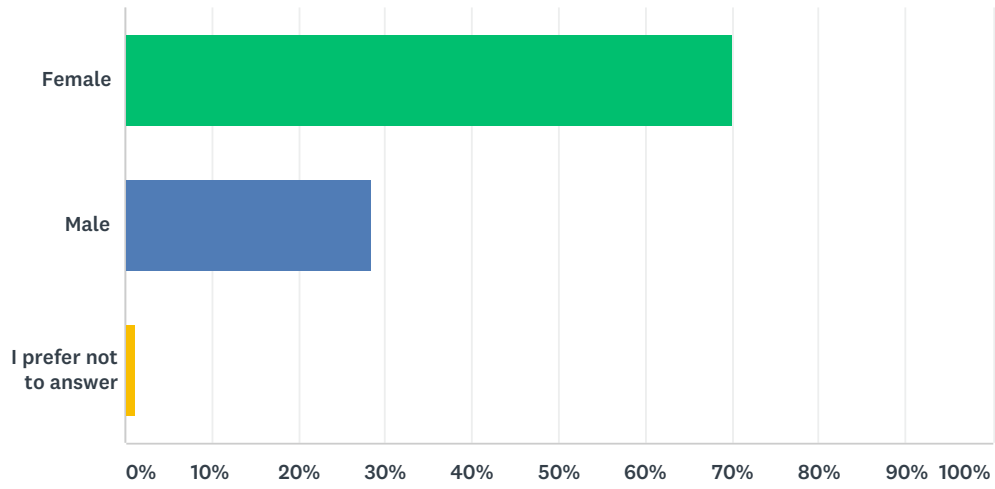
ANSWER CHOICES	RESPONSES	
City of Flagstaff	31.53%	268
Coconino Community College	4.71%	40
Coconino County	30.47%	259
Coconino County Accommodation School District	0.82%	7
Flagstaff Unified School District	28.94%	246
Northern Arizona Intergovernmental Public Transportation Authority	3.53%	30
TOTAL		850

Q3 Please provide your current department or school site.

Answered: 826 Skipped: 24

Q4 Which gender to you identify with?

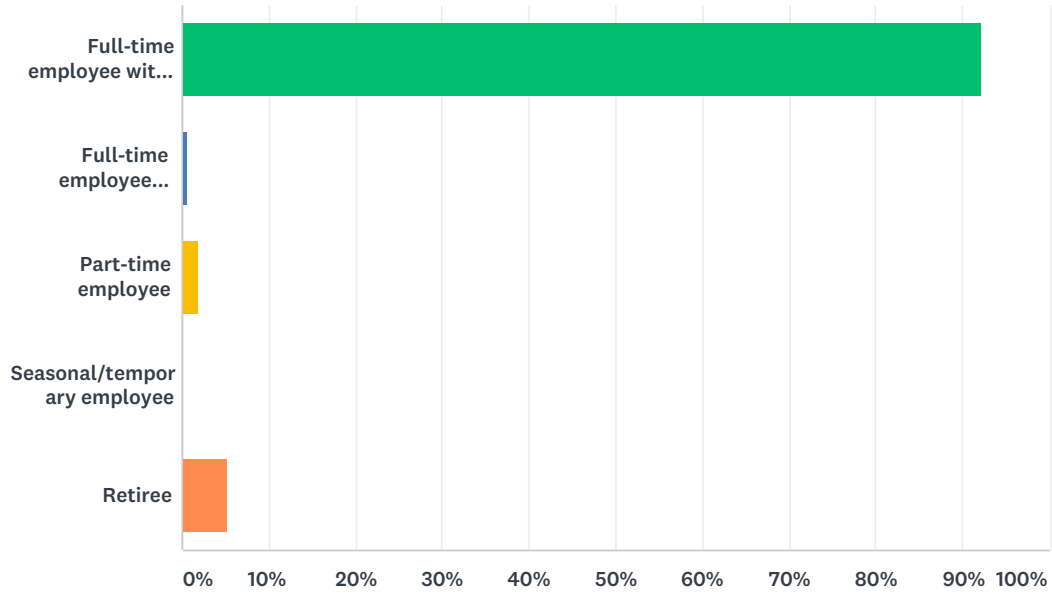
Answered: 848 Skipped: 2



ANSWER CHOICES	RESPONSES	
Female	70.17%	595
Male	28.54%	242
I prefer not to answer	1.30%	11
TOTAL		848

Q5 I am a:

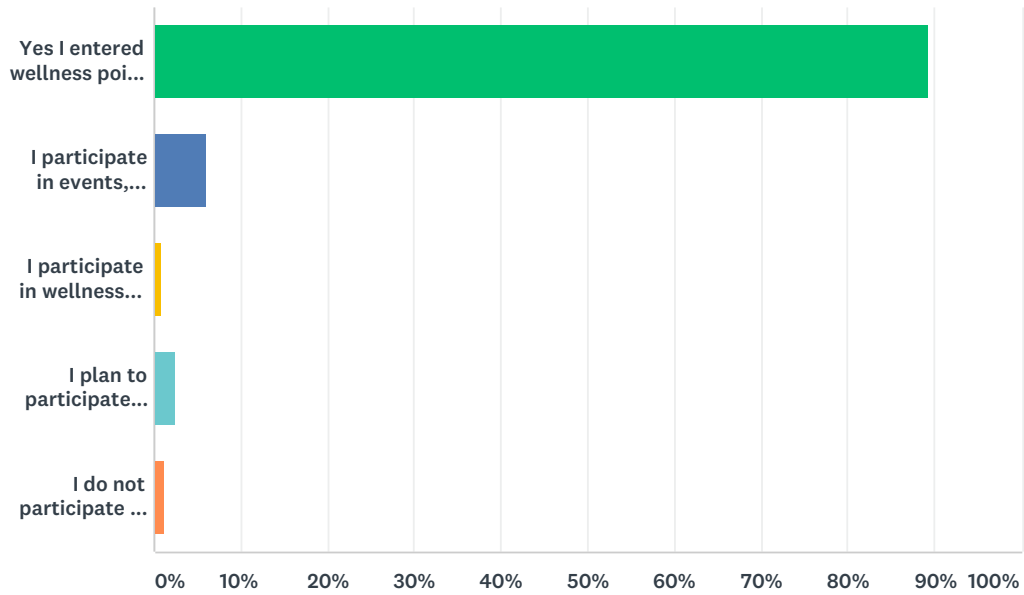
Answered: 850 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time employee with medical benefits	92.24%	784
Full-time employee without medical benefits	0.59%	5
Part-time employee	1.88%	16
Seasonal/temporary employee	0.00%	0
Retiree	5.29%	45
TOTAL		850

Q6 Are you participating in the Wellness Incentive Program?

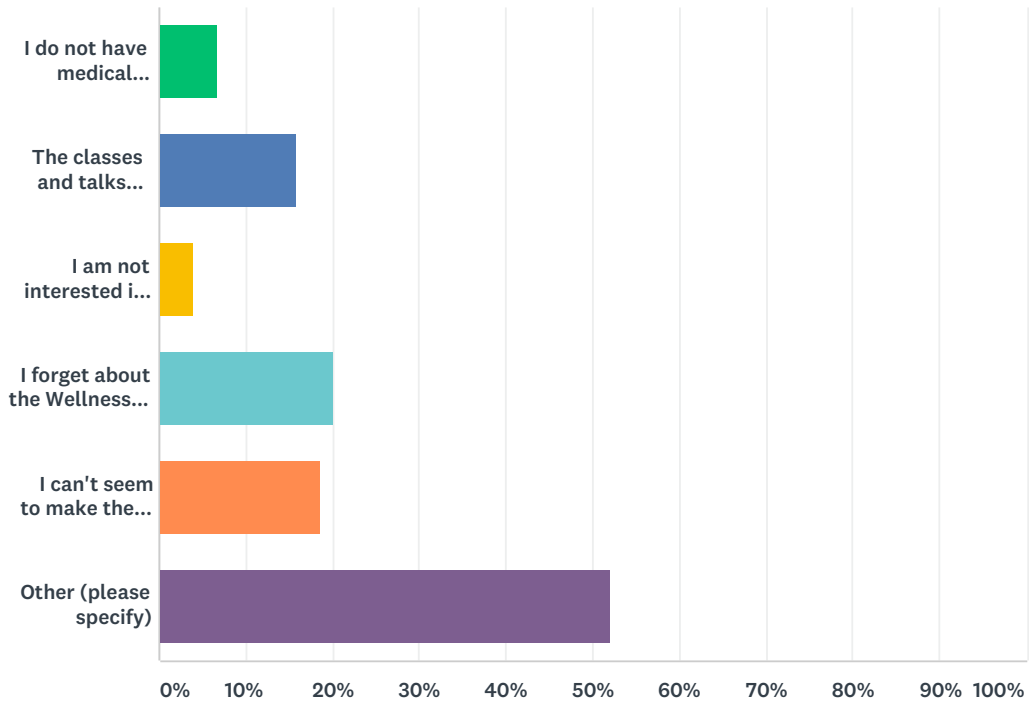
Answered: 850 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes I entered wellness points for the 2018/2019 year. (Skip to question 8)	89.41% 760
I participate in events, screenings, online learning, and/or health coaching but did not enter my wellness points.	6.00% 51
I participate in wellness events and classes but am not a benefited employee so I do not earn an incentive.	0.82% 7
I plan to participate next year but have not yet.	2.47% 21
I do not participate in events, screenings, online learning, health coaching, and/or other services and do not plan to participate.	1.29% 11
TOTAL	850

Q7 If you are not participating in the wellness program please tell us why.

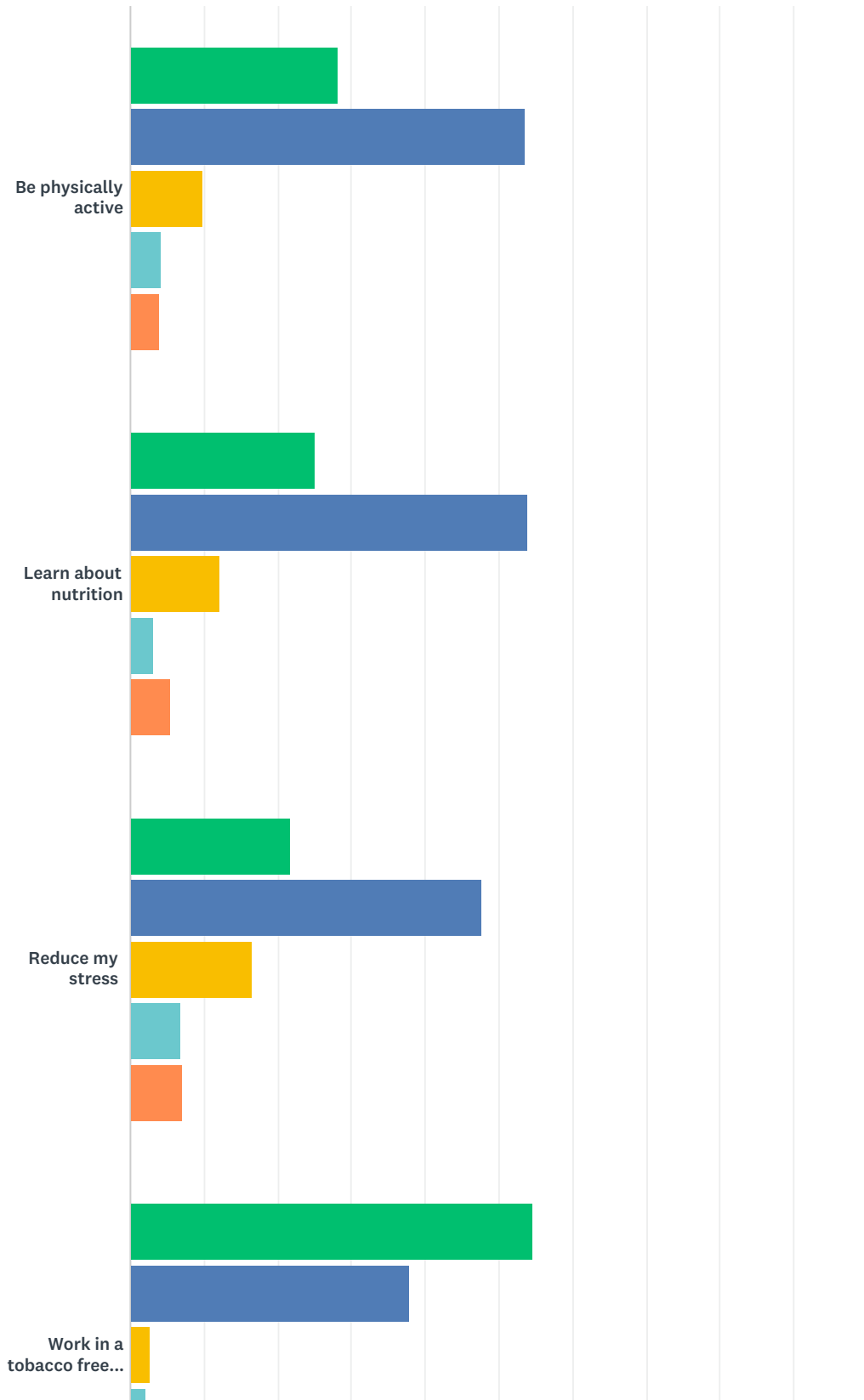
Answered: 75 Skipped: 775



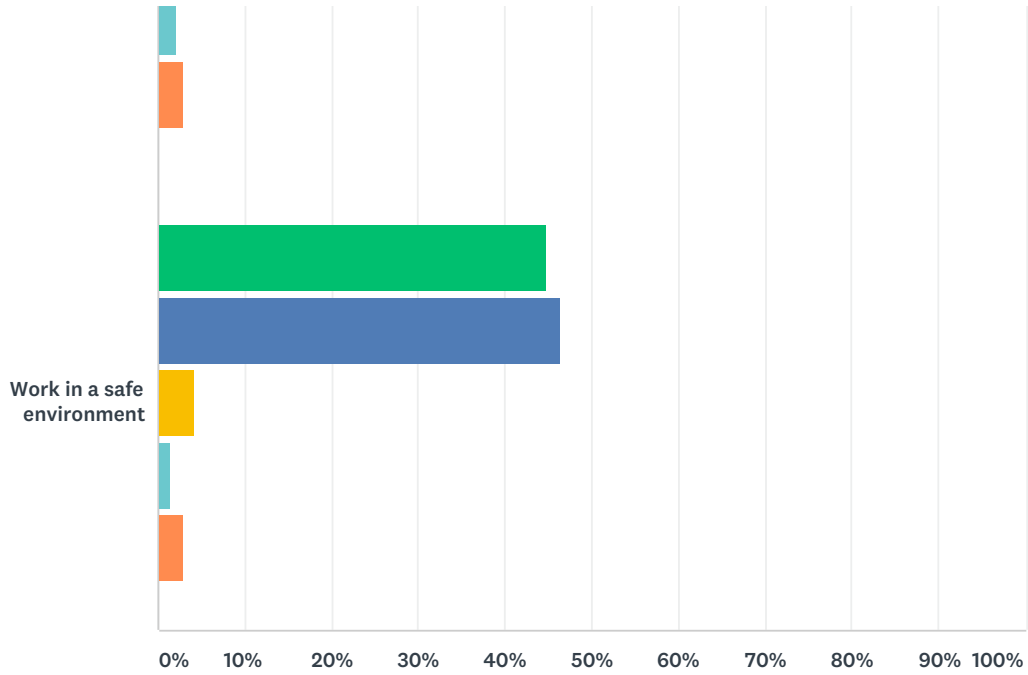
ANSWER CHOICES	RESPONSES	
I do not have medical benefits and therefore cannot earn an incentive through the Wellness Program.	6.67%	5
The classes and talks provided are not held at a time I can attend.	16.00%	12
I am not interested in participating in the wellness program.	4.00%	3
I forget about the Wellness Program.	20.00%	15
I can't seem to make the time to participate in the wellness program.	18.67%	14
Other (please specify)	52.00%	39
Total Respondents: 75		

Q8 Please rate how you feel about the following statements: My workplace has provided me with the opportunity to:

Answered: 843 Skipped: 7



Wellness Program Survey 2019

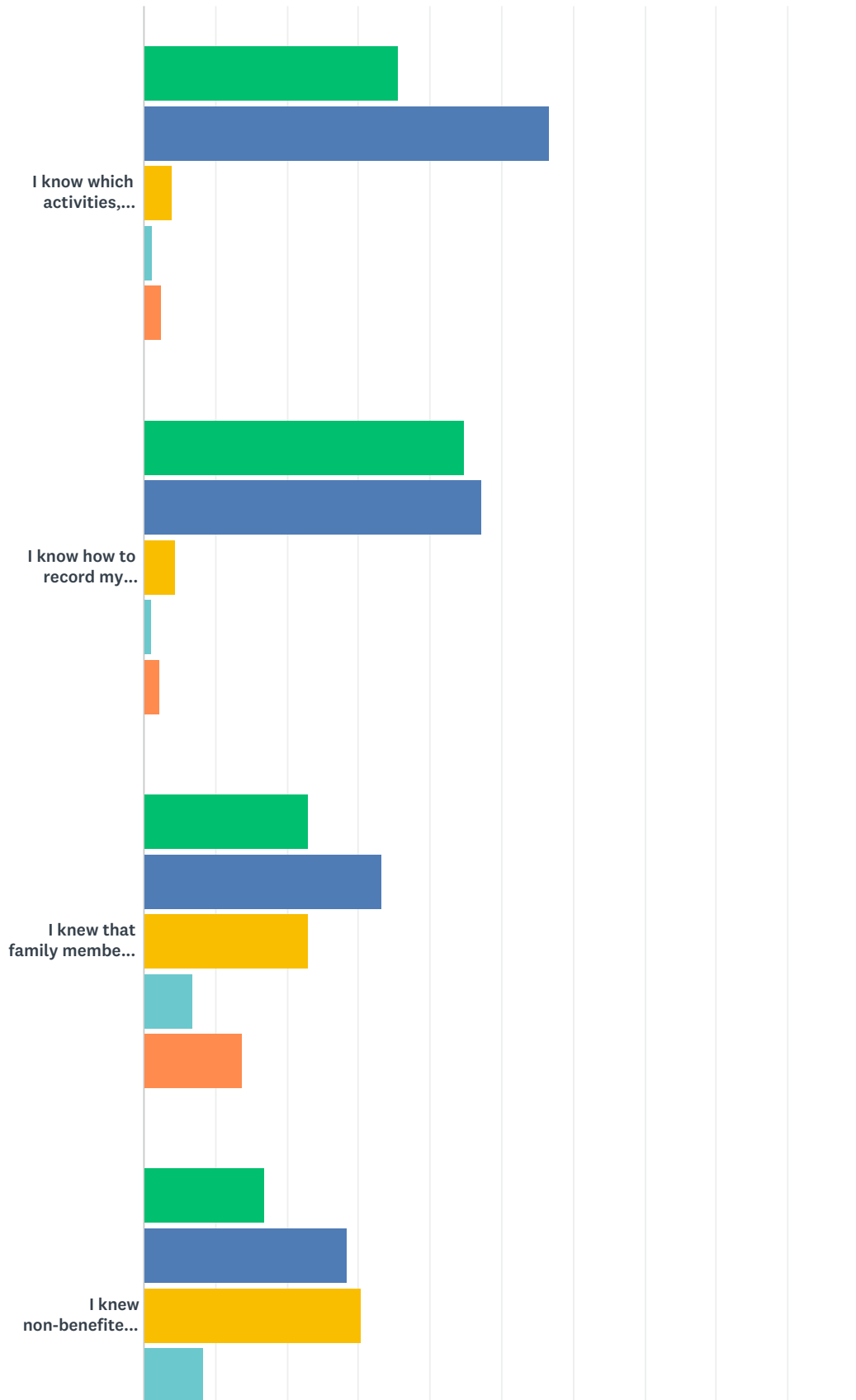


■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Unsure

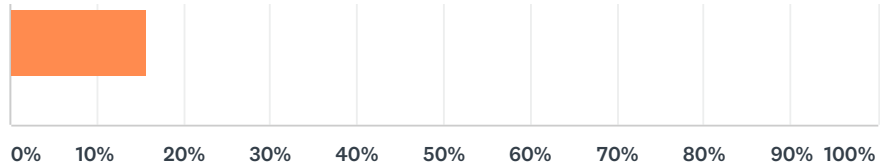
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
Be physically active	28.30% 238	53.63% 451	9.75% 82	4.28% 36	4.04% 34	841
Learn about nutrition	25.18% 211	54.06% 453	12.05% 101	3.22% 27	5.49% 46	838
Reduce my stress	21.79% 183	47.62% 400	16.55% 139	6.90% 58	7.14% 60	840
Work in a tobacco free environment	54.53% 457	37.83% 317	2.63% 22	2.15% 18	2.86% 24	838
Work in a safe environment	44.76% 376	46.55% 391	4.29% 36	1.55% 13	2.86% 24	840

Q9 Please rate how you feel about the following statements?

Answered: 848 Skipped: 2



Wellness Program Survey 2019

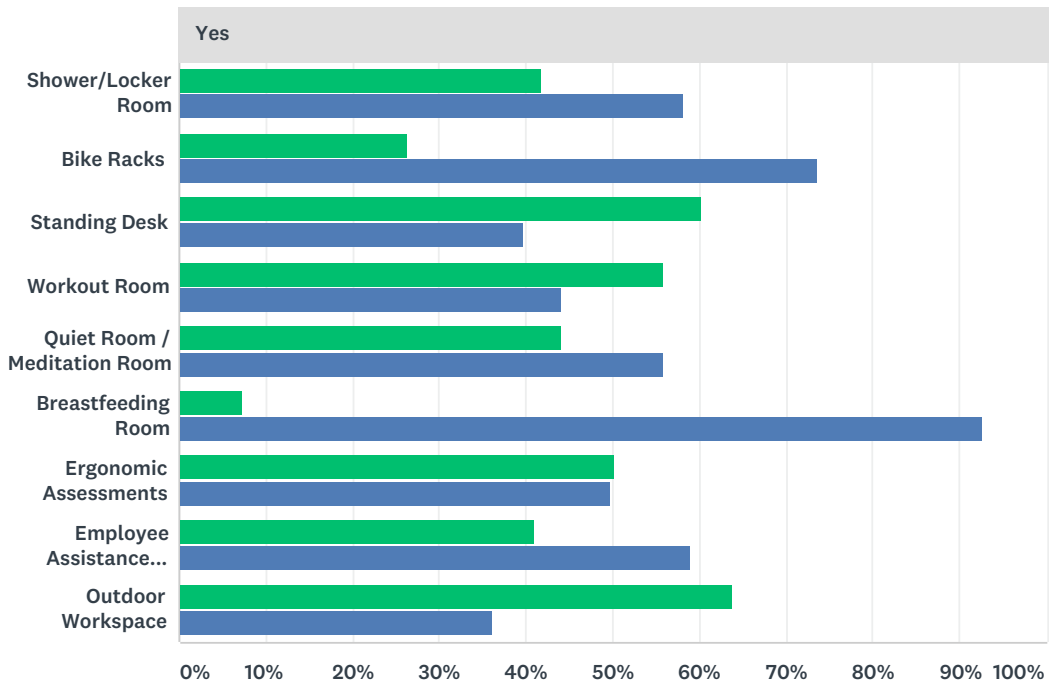


■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Unsure

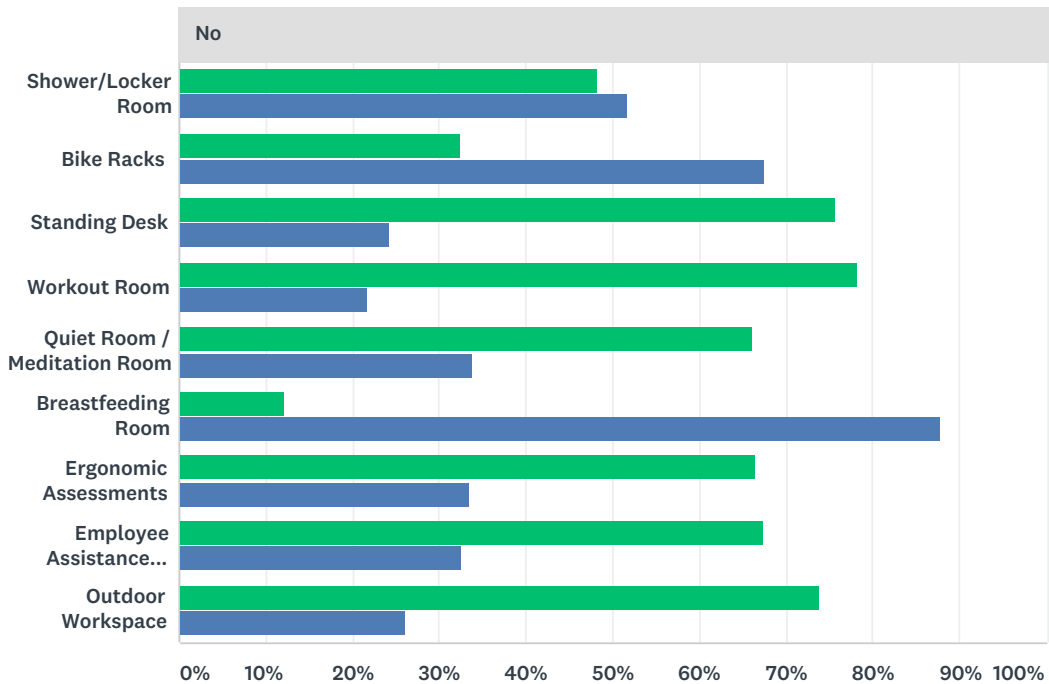
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
I know which activities, events, and classes are worth wellness points.	35.54% 301	56.79% 481	3.90% 33	1.18% 10	2.60% 22	847
I know how to record my wellness points.	44.86% 380	47.34% 401	4.37% 37	1.06% 9	2.36% 20	847
I knew that family members 12 yrs old and up are able to attend wellness classes and events.	22.93% 194	33.22% 281	23.05% 195	6.97% 59	13.83% 117	846
I knew non-benefited employees could participate in wellness classes and events.	17.04% 144	28.52% 241	30.30% 256	8.40% 71	15.74% 133	845

Q10 Are the following resources available at your work location? DROP DOWN MENU: Do you or would you use it?

Answered: 826 Skipped: 24



Yes I use it No I don't use it.



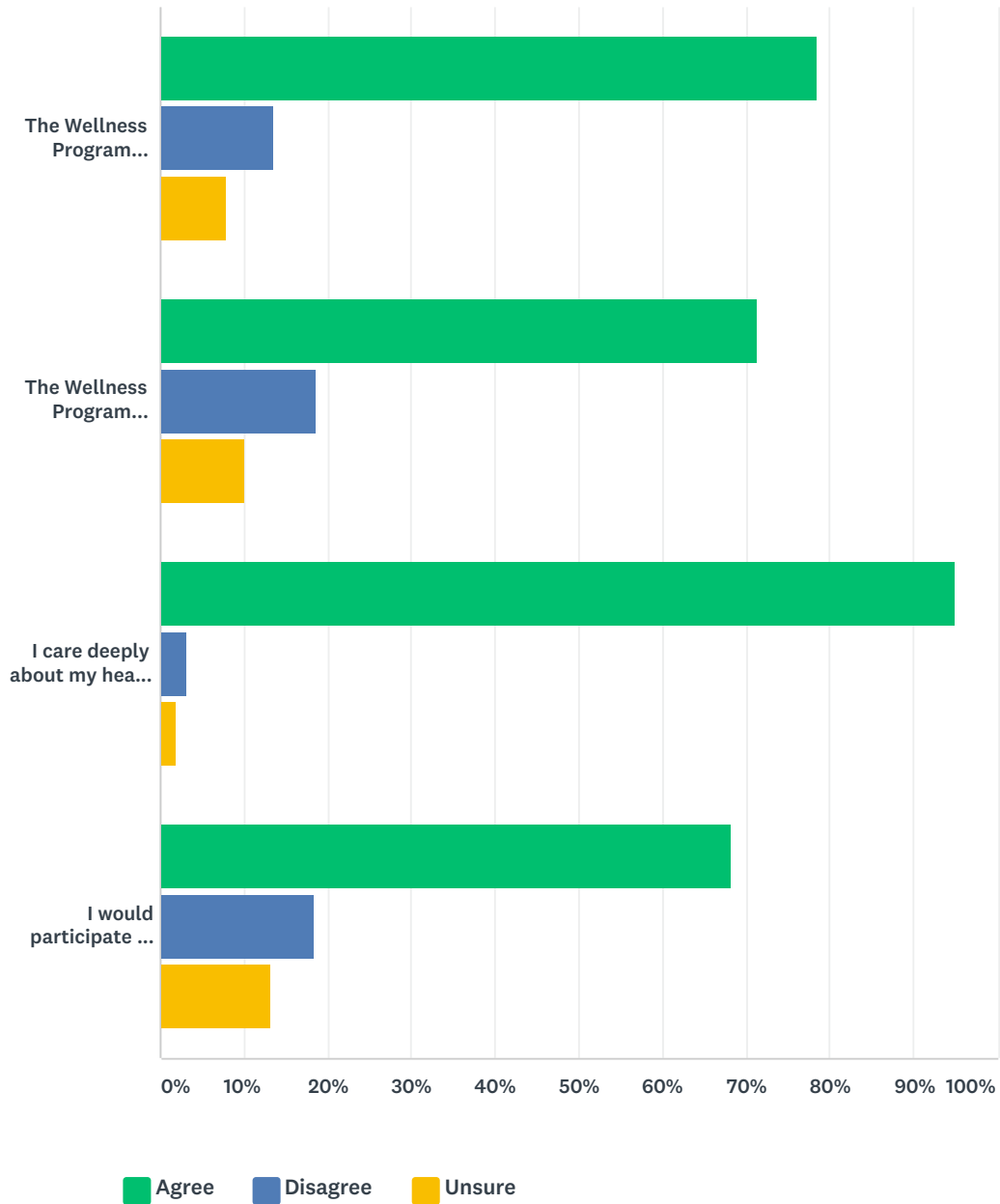
Yes I would use it. No I wouldn't use it.

Wellness Program Survey 2019

Yes			
	YES I USE IT	NO I DON'T USE IT.	TOTAL
Shower/Locker Room	41.75% 124	58.25% 173	297
Bike Racks	26.45% 169	73.55% 470	639
Standing Desk	60.22% 271	39.78% 179	450
Workout Room	55.86% 143	44.14% 113	256
Quiet Room / Meditation Room	44.24% 119	55.76% 150	269
Breastfeeding Room	7.38% 18	92.62% 226	244
Ergonomic Assessments	50.17% 151	49.83% 150	301
Employee Assistance Program (free counseling)	41.00% 253	59.00% 364	617
Outdoor Workspace	63.82% 157	36.18% 89	246
No			
	YES I WOULD USE IT.	NO I WOULDN'T USE IT.	TOTAL
Shower/Locker Room	48.32% 273	51.68% 292	565
Bike Racks	32.39% 69	67.61% 144	213
Standing Desk	75.82% 301	24.18% 96	397
Workout Room	78.18% 455	21.82% 127	582
Quiet Room / Meditation Room	66.15% 383	33.85% 196	579
Breastfeeding Room	12.04% 68	87.96% 497	565
Ergonomic Assessments	66.60% 337	33.40% 169	506
Employee Assistance Program (free counseling)	67.40% 153	32.60% 74	227
Outdoor Workspace	73.91% 439	26.09% 155	594

Q11 Please rate how you feel about the following statements?

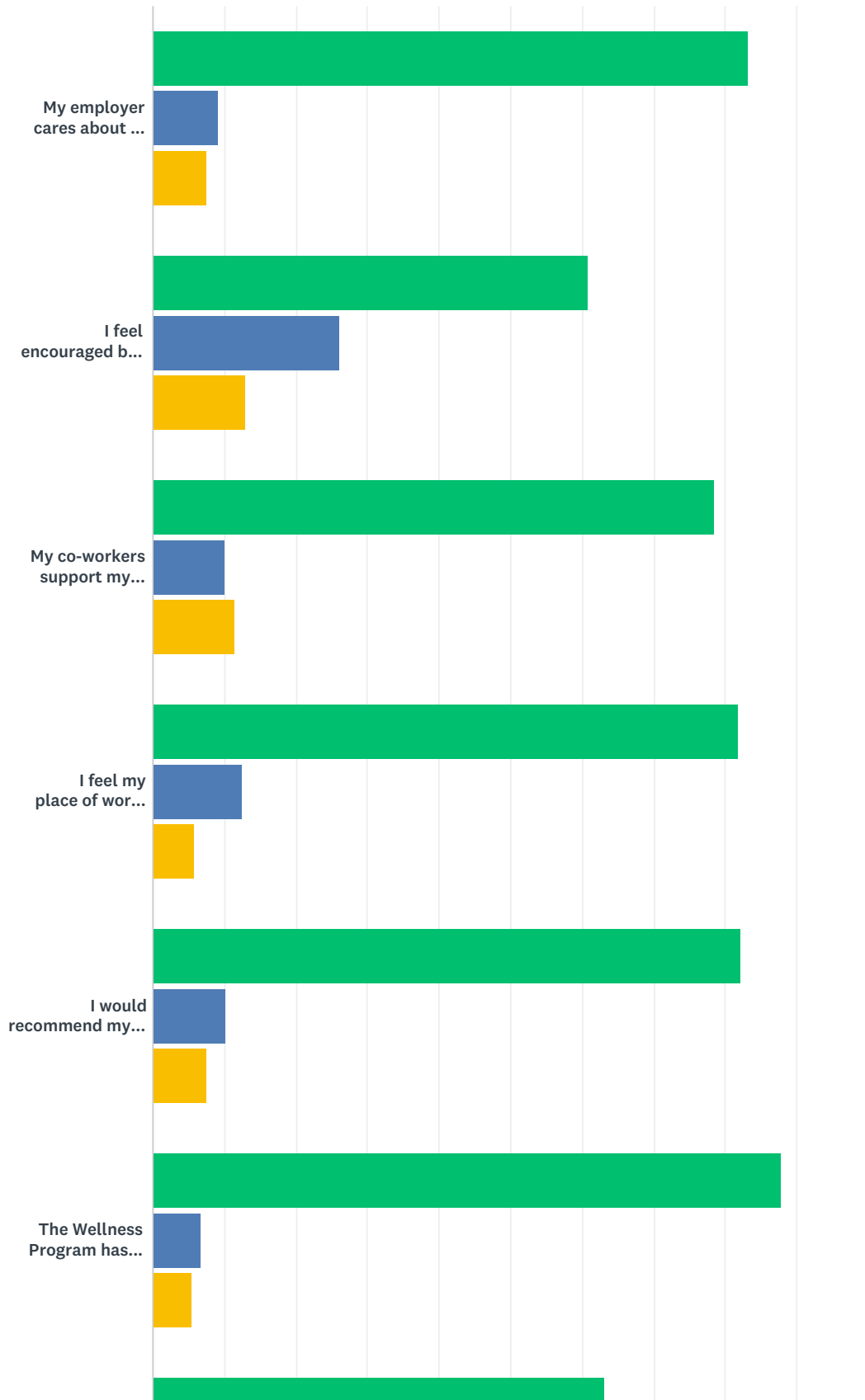
Answered: 847 Skipped: 3



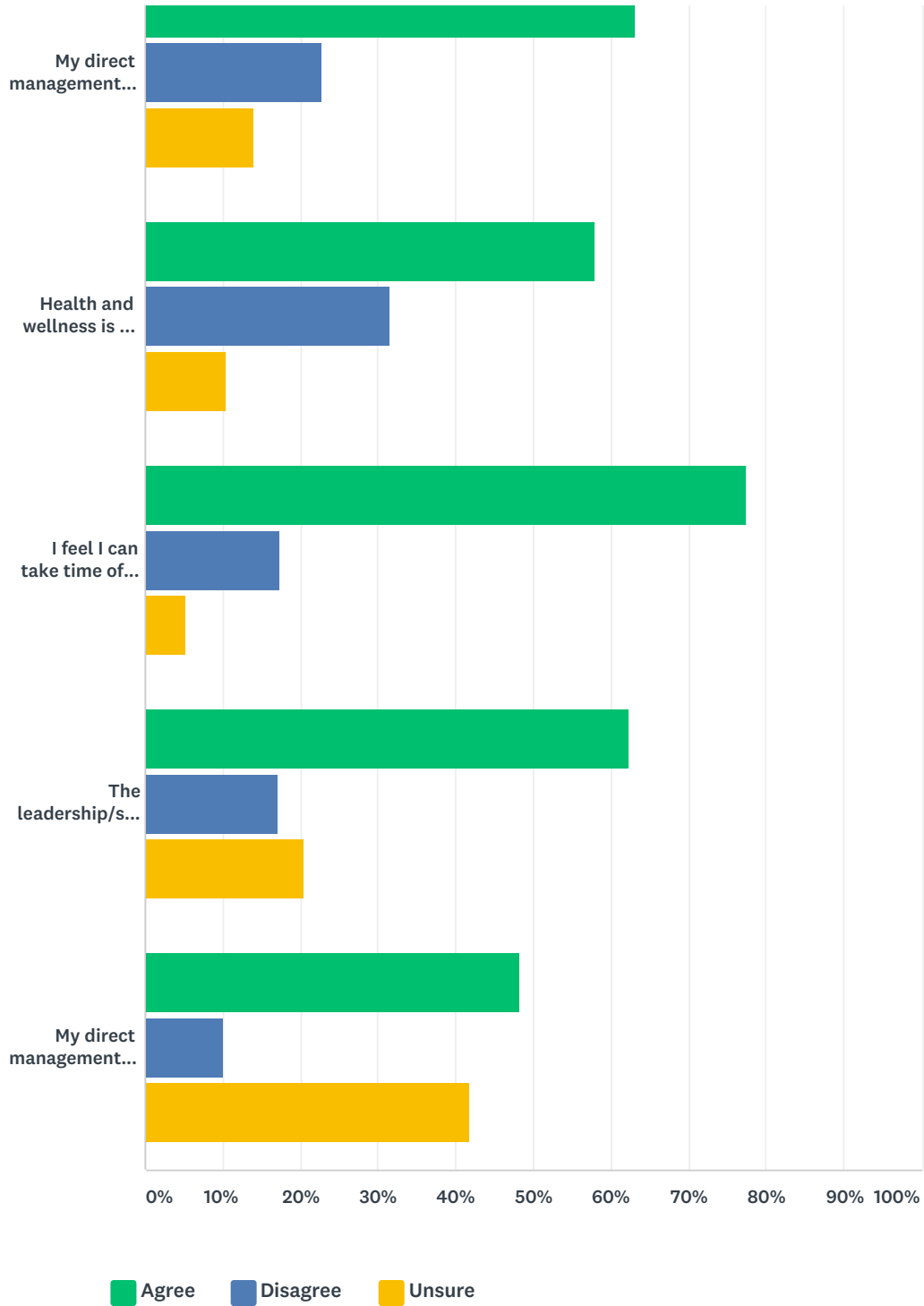
	AGREE	DISAGREE	UNSURE	TOTAL
The Wellness Program classes, challenges, or events have helped me make improvements to my health and well-being.	78.51% 665	13.58% 115	7.91% 67	847
The Wellness Program classes, challenges, or events have helped me maintain improvements to my health for 6 months or more.	71.36% 603	18.70% 158	9.94% 84	845
I care deeply about my health and take an active role in maintaining or improving my health.	94.92% 803	3.19% 27	1.89% 16	846
I would participate in the wellness classes, events, and challenges even if they were not worth wellness points.	68.28% 577	18.46% 156	13.25% 112	845

Q12 Please rate how you feel about the following statements?

Answered: 843 Skipped: 7



Wellness Program Survey 2019



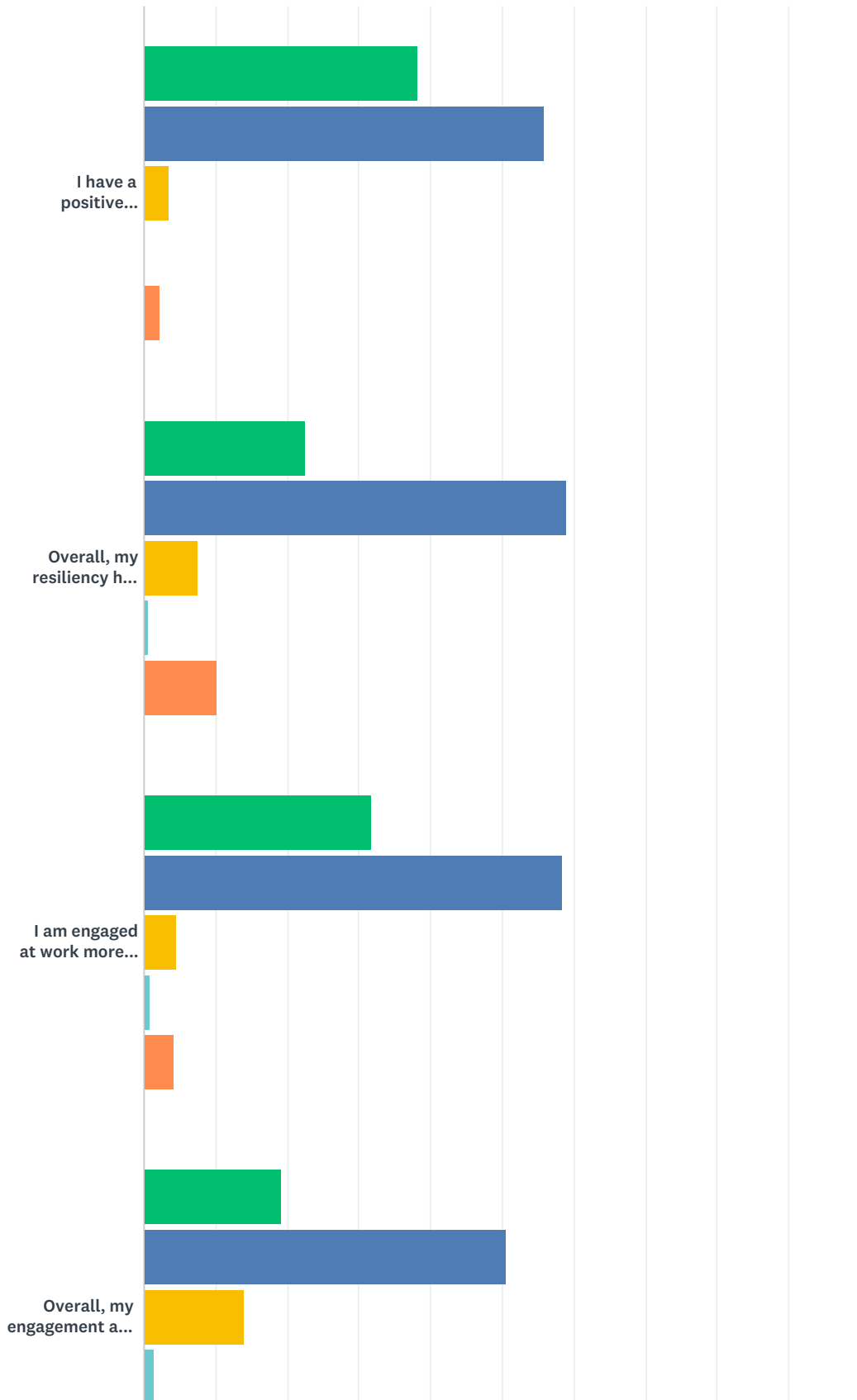
	AGREE	DISAGREE	UNSURE	TOTAL
My employer cares about my health.	83.21% 699	9.29% 78	7.50% 63	840
I feel encouraged by my direct management to participate in the Wellness Program, classes, or events.	60.91% 511	26.22% 220	12.87% 108	839
My co-workers support my efforts to be healthy.	78.42% 654	10.07% 84	11.51% 96	834
I feel my place of work has a supportive and positive environment.	81.77% 682	12.47% 104	5.76% 48	834

Wellness Program Survey 2019

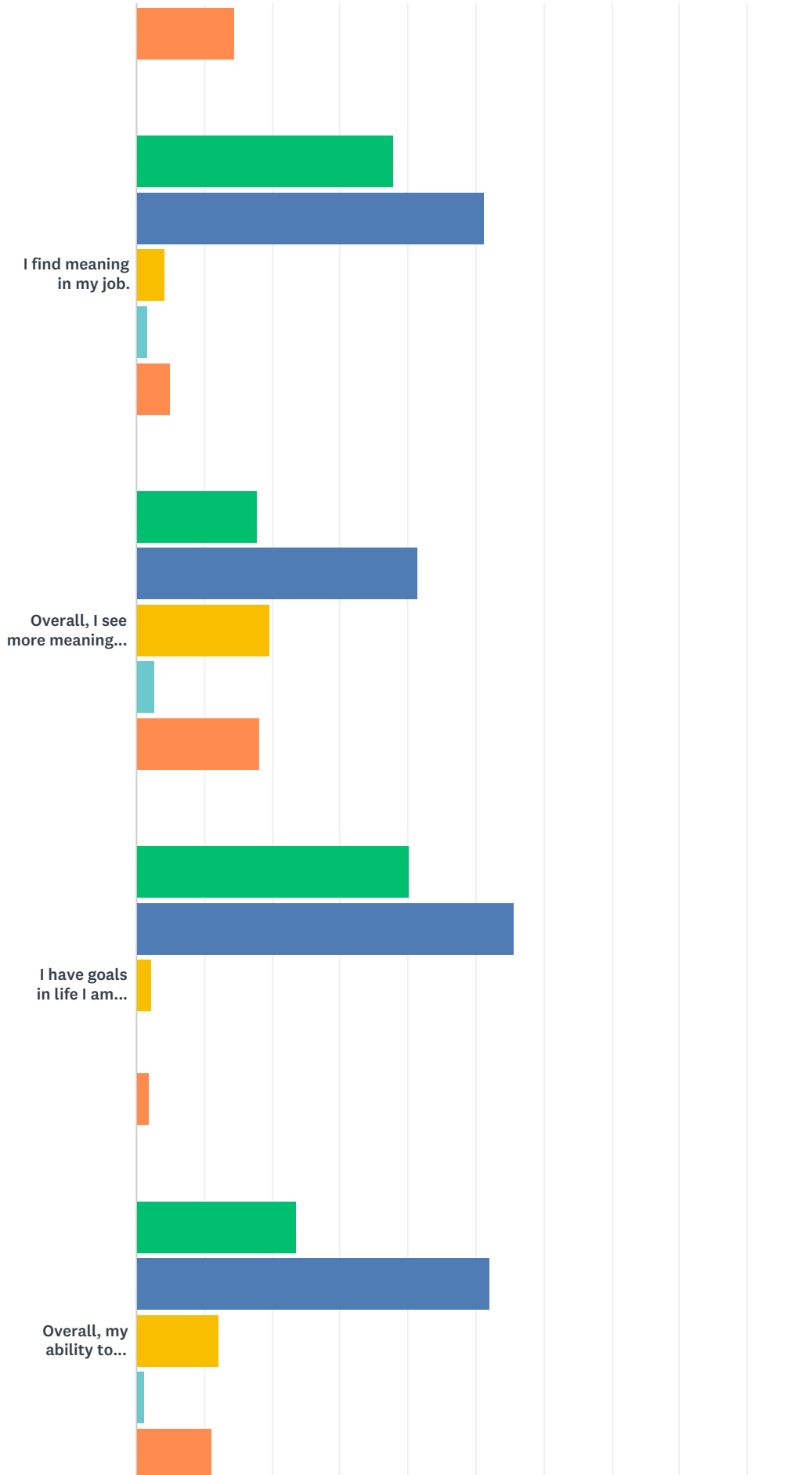
I would recommend my place of work to someone looking for a job.	82.16% 686	10.30% 86	7.54% 63	835
The Wellness Program has been a good addition to my benefits.	87.89% 740	6.65% 56	5.46% 46	842
My direct management knows how to positively motivate me.	63.27% 527	22.81% 190	13.93% 116	833
Health and wellness is a common topic at my place of work.	58.03% 484	31.53% 263	10.43% 87	834
I feel I can take time off when needed for my personal life.	77.46% 646	17.27% 144	5.28% 44	834
The leadership/senior management of my workplace are obvious supporters of the Wellness Program.	62.30% 519	17.17% 143	20.53% 171	833
My direct management participates in the Wellness Program.	48.25% 400	10.01% 83	41.74% 346	829

Q13 Please rate how you feel about the following statements.

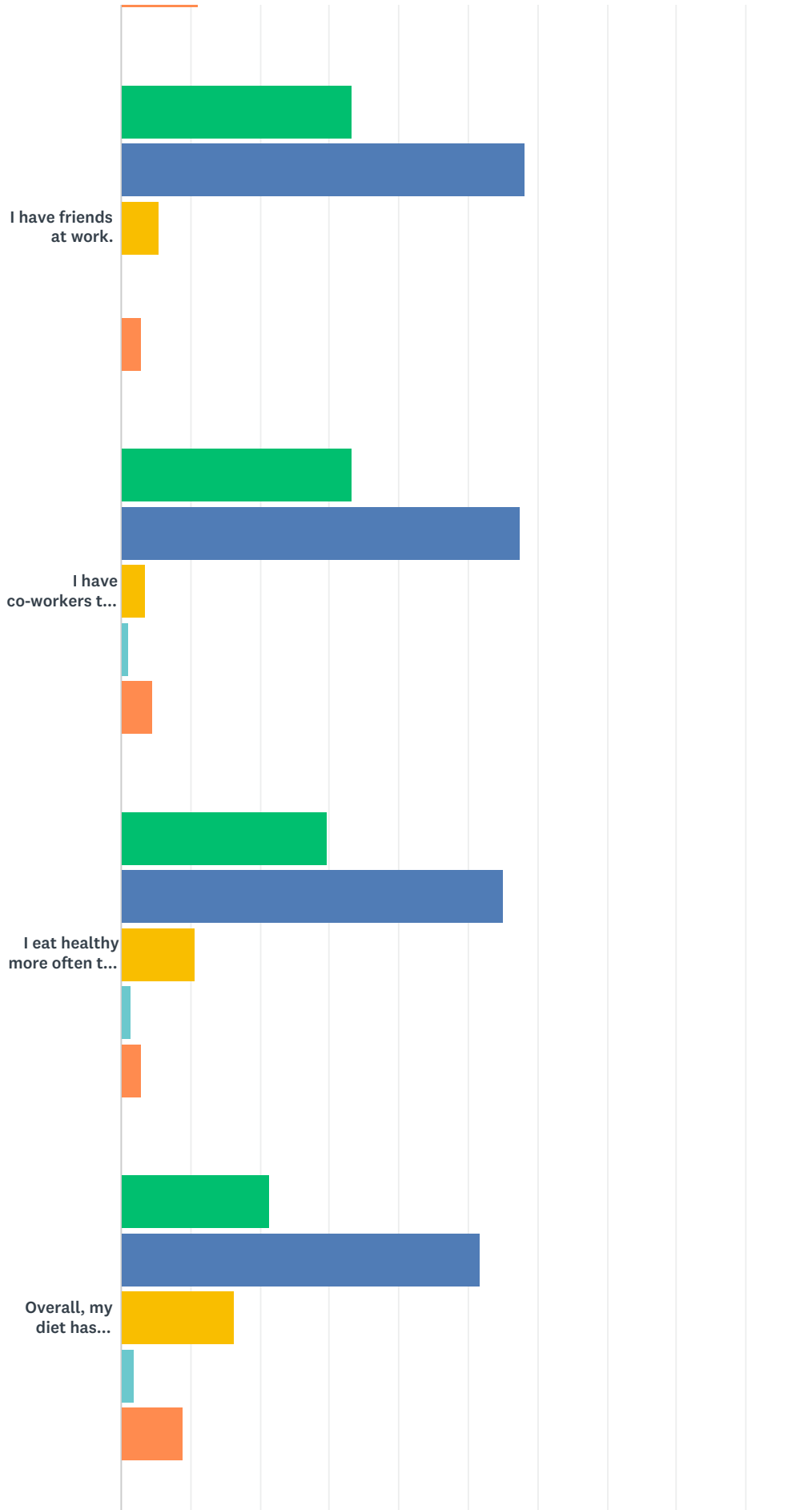
Answered: 844 Skipped: 6



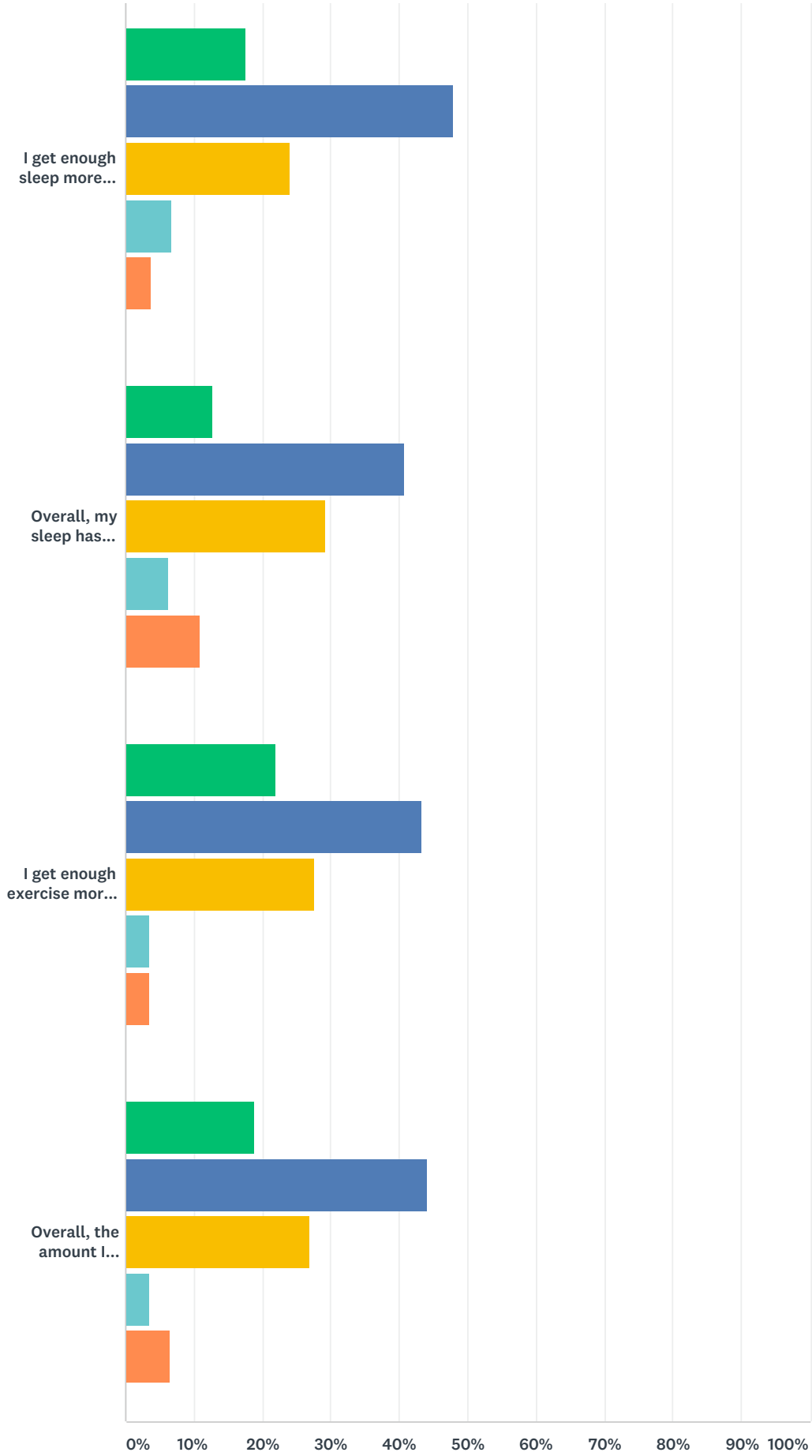
Wellness Program Survey 2019



Wellness Program Survey 2019



Wellness Program Survey 2019



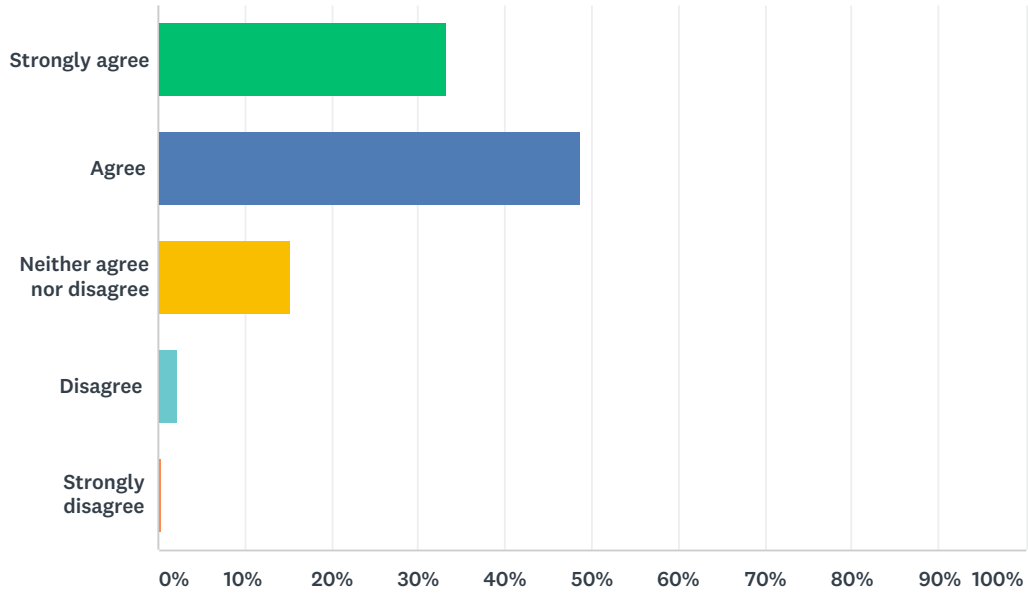
Wellness Program Survey 2019

■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Unsure

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
I have a positive attitude more often than not.	38.24% 322	55.82% 470	3.56% 30	0.00% 0	2.38% 20	842
Overall, my resiliency has improved.	22.59% 190	58.98% 496	7.61% 64	0.59% 5	10.23% 86	841
I am engaged at work more often than not.	31.81% 265	58.46% 487	4.68% 39	0.84% 7	4.20% 35	833
Overall, my engagement at work has improved.	19.28% 160	50.72% 421	13.98% 116	1.57% 13	14.46% 120	830
I find meaning in my job.	37.79% 314	51.26% 426	4.21% 35	1.68% 14	5.05% 42	831
Overall, I see more meaning in my job than before.	17.86% 147	41.43% 341	19.68% 162	2.79% 23	18.23% 150	823
I have goals in life I am working toward.	40.12% 337	55.60% 467	2.26% 19	0.12% 1	1.90% 16	840
Overall, my ability to achieve my goals has improved.	23.62% 197	52.04% 434	12.11% 101	1.20% 10	11.03% 92	834
I have friends at work.	33.25% 277	58.22% 485	5.40% 45	0.24% 2	2.88% 24	833
I have co-workers that I trust.	33.25% 276	57.59% 478	3.49% 29	1.08% 9	4.58% 38	830
I eat healthy more often than not.	29.76% 250	55.12% 463	10.71% 90	1.55% 13	2.86% 24	840
Overall, my diet has improved.	21.27% 178	51.61% 432	16.37% 137	1.79% 15	8.96% 75	837
I get enough sleep more often than not.	17.50% 147	47.86% 402	24.05% 202	6.79% 57	3.81% 32	840
Overall, my sleep has improved.	12.69% 106	40.84% 341	29.34% 245	6.35% 53	10.78% 90	835
I get enough exercise more often than not.	21.86% 183	43.25% 362	27.72% 232	3.58% 30	3.58% 30	837
Overall, the amount I exercise has improved.	18.83% 158	44.10% 370	27.06% 227	3.46% 29	6.56% 55	839

Q14 Overall, I am satisfied with the Wellness Program

Answered: 843 Skipped: 7



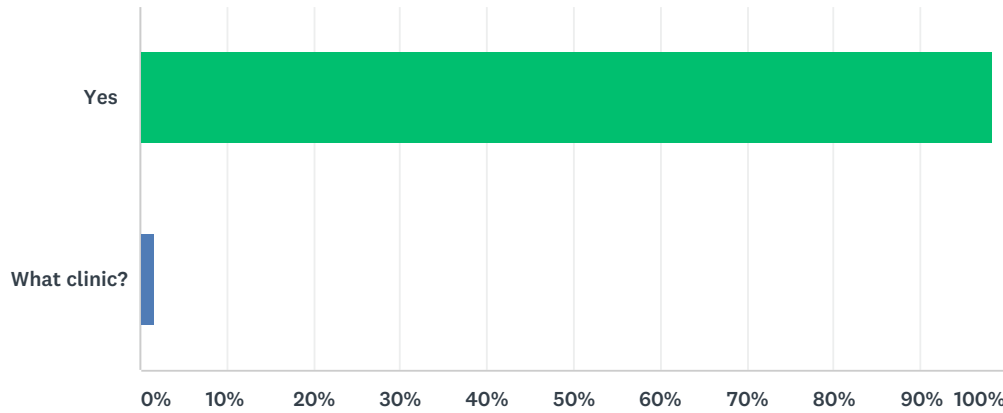
ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	281
Agree	48.75%	411
Neither agree nor disagree	15.18%	128
Disagree	2.37%	20
Strongly disagree	0.36%	3
TOTAL		843

Q15 I wish the wellness program offered...

Answered: 304 Skipped: 546

Q16 Are you aware that a health clinic is offered to benefitted employees?

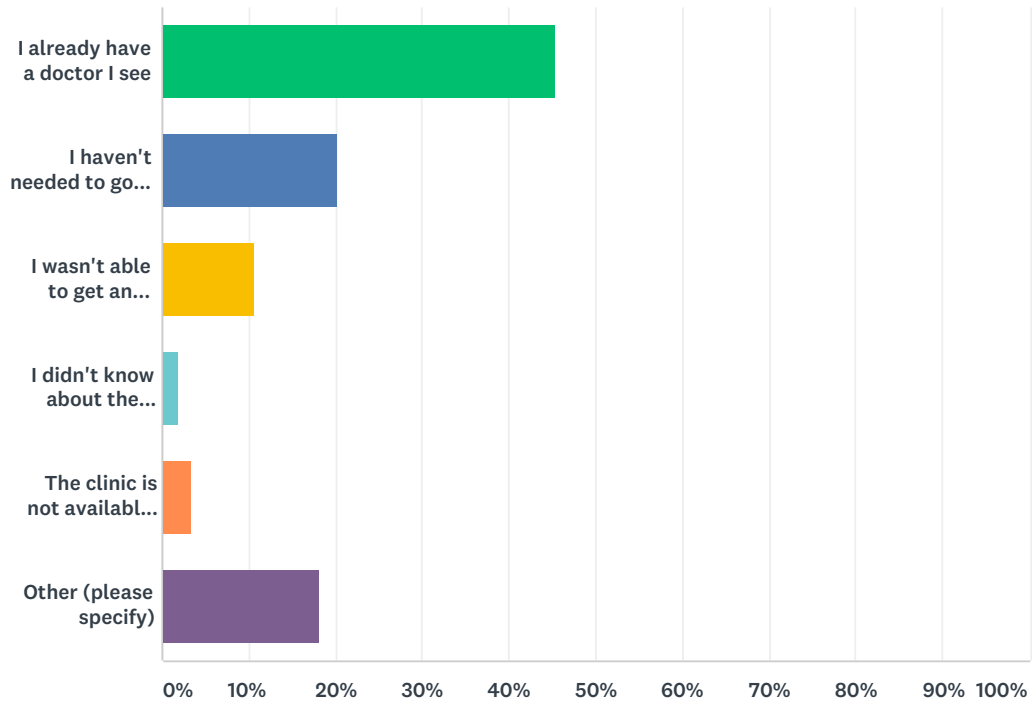
Answered: 846 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	98.23%	831
What clinic?	1.77%	15
TOTAL		846

Q17 If you have not been to the clinic please tell us why:

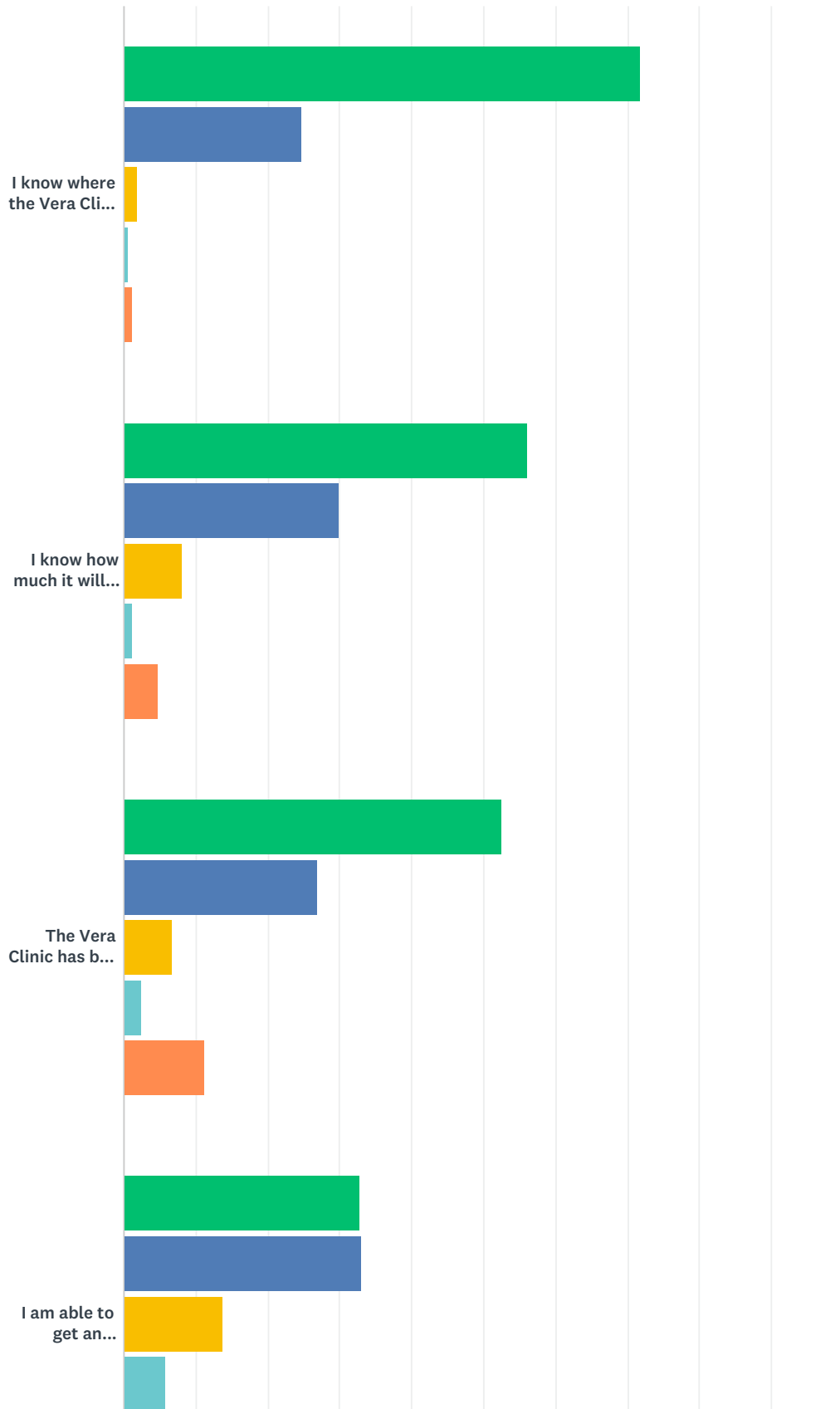
Answered: 319 Skipped: 531



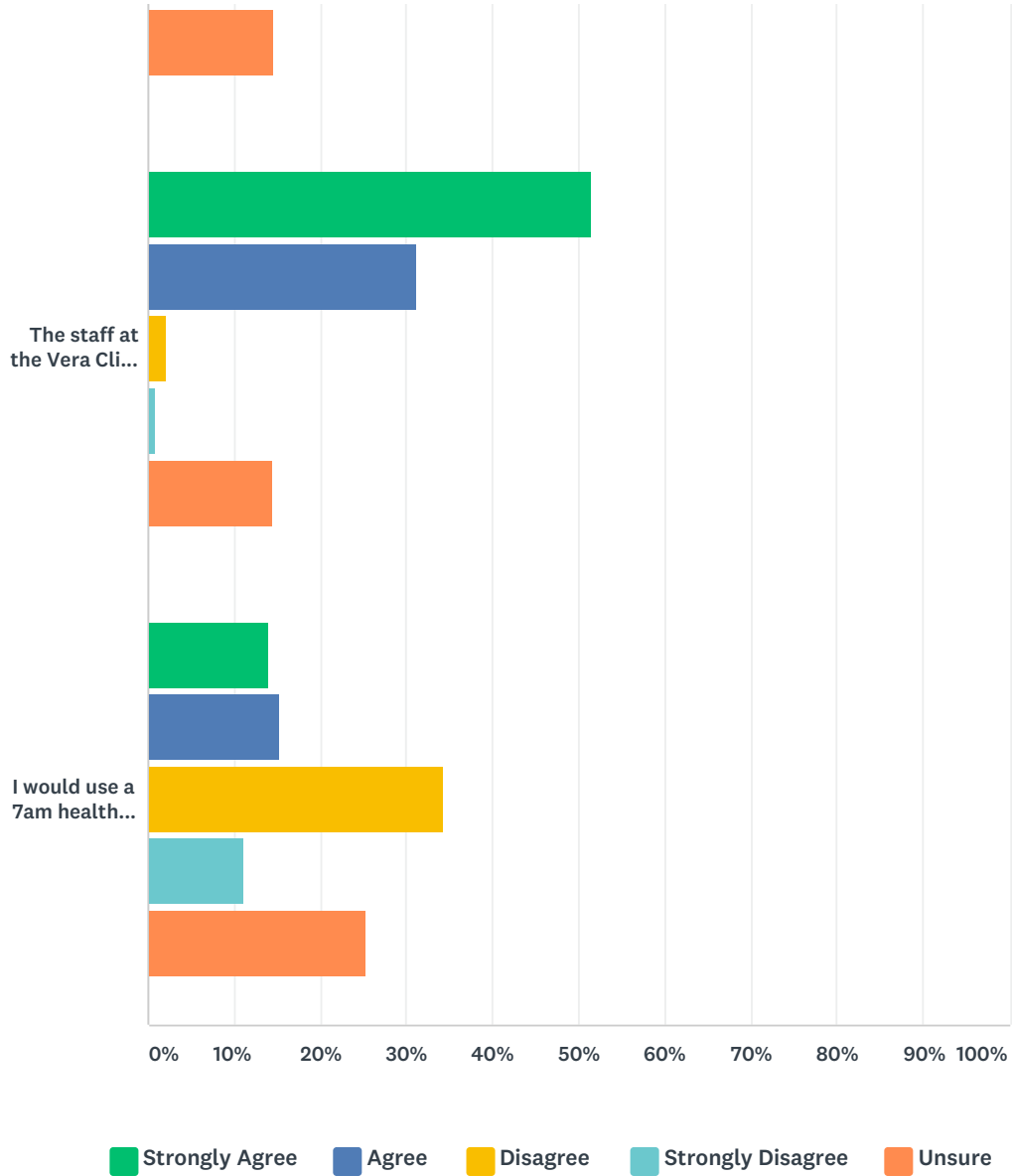
ANSWER CHOICES	RESPONSES	
I already have a doctor I see	45.45%	145
I haven't needed to go to the clinic	20.38%	65
I wasn't able to get an appointment when I needed it	10.66%	34
I didn't know about the clinic	1.88%	6
The clinic is not available for employees not on the medical plan	3.45%	11
Other (please specify)	18.18%	58
TOTAL		319

Q18 Please rate how you feel about the following statements?

Answered: 843 Skipped: 7



Wellness Program Survey 2019



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
I know where the Vera Clinic is located.	71.85% 605	24.58% 207	1.78% 15	0.59% 5	1.19% 10	842
I know how much it will cost me to go to the Vera Clinic.	56.12% 472	29.85% 251	8.09% 68	1.19% 10	4.76% 40	841
The Vera Clinic has been a great addition to my employee benefits.	52.56% 441	26.94% 226	6.79% 57	2.50% 21	11.20% 94	839
I am able to get an appointment at the Vera Clinic when I need one.	32.78% 274	33.01% 276	13.76% 115	5.86% 49	14.59% 122	836
The staff at the Vera Clinic are friendly and nice	51.49% 431	31.18% 261	2.15% 18	0.84% 7	14.34% 120	837
I would use a 7am health coaching option (phone or in-person)	13.98% 117	15.29% 128	34.29% 287	11.11% 93	25.33% 212	837