



Integrated Health Solutions Organizational Assessments

Gain clarity on your organization's most pressing risks and opportunities in health and absence management.

Life's brighter under the sun





Sun Life offers **three organizational assessments** to drive your strategic approach to employee and organizational health.



Influencing and carrying out change can be hard – especially when it’s related to health.

Research shows workplace culture is a strong cause in prompting behavioural change in employees¹. But it’s overwhelming to know where to start measuring and improving the culture and health of your organization.



Sun Life offers three organizational assessments.

You can use them to learn about the risks and opportunities in your workplace. With this information, you can create a strategy to achieve your organizational health objectives. We’ll help you develop a roadmap to get there. The assessments are completed by your key management or other stakeholders² (not an employee survey) who work with an Organizational Health Consultant (OHC) to complete them. This approach ensures that the data we collect reflects your organization and its culture. We also want to ensure your leaders engage with your strategic health and absence management.

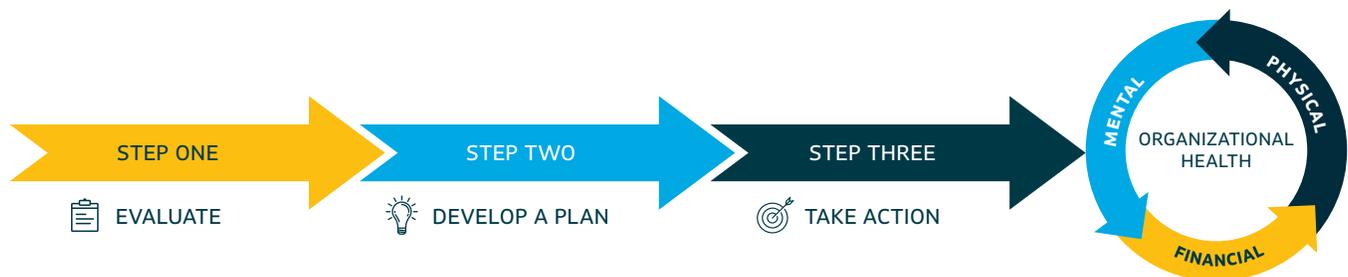
Sun Life’s Integrated Health Solutions (IHS) team will guide you on which assessment(s) are best for your organization’s needs and priorities. They’ll help you throughout the experience. **The following chart gives you a snapshot of the assessments and the types of results they give.**

Focus Area	Assessment Overview	Assessment Themes	Results
Disability Management	<p>Created by NIDMAR. The Disability Management Self-Assessment (DMSA) reviews employer disability management policies and programs³.</p> <p>We base the report on best practices within disability management and return to work. The report shows areas where your organization is doing well. It also shows areas for improvement.</p>	<p>The DMSA measures 16 elements under three headings:</p> <ol style="list-style-type: none"> 1. Disability management policy and workplace resources 2. Disability prevention and early Intervention 3. Timely return to work process 	<p>A custom report that shows your organization’s current state. The report uses best practices to show where your program needs to improve. The report includes the metrics from your assessment. Your OHC prepares this report.</p>
Organizational Health & Wellness	<p>Our Organizational Health & Wellness Assessment examines your organization’s performance compared to organizational health and wellness best practices. You can learn about your current state. The assessment also highlights areas of strength and for improvement.</p>	<p>We’ve based the assessment on five areas for implementing an effective health and wellness strategy:</p> <ol style="list-style-type: none"> 1. Leadership 2. Organizational Practices 3. Communication 4. Programming 5. Organizational Health Evaluation 	<p>A snapshot of how your organization fares against the five best practice elements. Your OHC will prepare recommendations based on analysis of your results. This will help guide you towards next steps and/or to evolve your health and wellness strategy.</p>
Workplace Mental Health	<p>Known as the Workplace Mental Health Risk Assessment, this assessment is about workplace mental health. It’s in line with the 13 Psychological Risk Factors of the Mental Health Commission of Canada’s National Standard for Psychological Health and Safety in the Workplace.</p>	<p>Questions relate to each of the 13 Risk Factors in two categories:</p> <ul style="list-style-type: none"> • culture and leadership, and • programming and initiatives. <p>The 13 Psychological Risk Factors of the National Standard are:</p> <ol style="list-style-type: none"> 1. Organizational culture 2. Psychological and social support 3. Clear leadership and expectations 4. Civility and respect 5. Psychological demands 6. Growth and development 7. Recognition and reward 8. Involvement and influence 9. Workplace management 10. Engagement 11. Balance 12. Psychological protection 13. Protection of physical safety 	<p>Your results are divided into two sections:</p> <ol style="list-style-type: none"> 1. Organizational culture and leadership 2. Mental health programming/ initiatives <p>Your OHC will give you a final report which integrates the qualitative responses with quantitative data. This data includes Employee Assistance Program results, turnover rates, and mental health claims data.</p> <p>The report shows which of the 13 Risk Factors are a priority for your organization. The report gives recommendations for next steps to support employee mental health.</p>



Organizational health is a complex topic.

That's why Sun Life offers Integrated Health Solutions to our Clients. Your OHC supports you through the assessment process. They'll help you clearly identify next steps. Following the assessment, your OHC can help you create a strategy and roadmap to address your priorities. Together, we can work to address your risks and opportunities. We can help you achieve better organizational health, productivity and employee engagement.



IHS supports workplace strategies to improve physical, mental and financial health.

At Sun Life, we've transformed the way we do business to improve the Client experience. Our goal is to advance workplace health strategies through targeted solutions. We focus on improving employee health outcomes. We know from decades of strategic Client partnerships that there is no "one size fits all" approach. Our OHCs start with data analysis to assess Client needs. We work closely with our Clients to develop a focused approach to meet their specific goals. And we use our best practice, 3-step model to do so. We look at deeper insights and offer guidance to reach their workplace health goals. Visit sunlife.ca/workplacemantalhealth.

Find out how IHS can help your organization.

Contact your Sun Life group benefits representative.

¹ Sun Life-Ivey Canadian Wellness Return on Investment Study.

² An OHC can facilitate these assessments on request.

³ Sun Life partners with the National Institute for Disability Management and Research (NIDMAR) to use NIDMAR's Disability Management Self-Assessment (DMSA) tool. Senior leaders around the world from business, labour, government and other stakeholder groups created the DMSA. Founded in 1994, NIDMAR is an internationally-recognized organization committed to reducing the human, social and economic costs of disability. Visit nidmar.ca to learn more.

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