

A hand holding a magnifying glass over a laptop keyboard. The background is a blurred laptop keyboard. The text is overlaid on a blue horizontal band.

# THE HEALTH STATUS REPORT OF AMERICA'S WORKFORCE

AN AGGREGATE WELLNESS REPORT

Each year, TotalWellness performs biometric screenings for employees all across the United States. Our biometric screenings consist of a variety of health measures including cholesterol, blood sugar, body mass index (BMI) and blood pressure.

We perform biometric screenings at all types of businesses. We've screened men and women in white collar jobs, blue collar jobs and even individuals working in C-Suite, leadership positions. Our services are pretty evenly distributed across the country, mirroring the distribution of the population.

In 2015, TotalWellness performed over 85,000 biometric screenings. That means we screened over 85,000 employees across the United States to measure a variety of health metrics.

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Following each screening, we offer an aggregate report to the wellness team at each company we work with. This type of report allows them to take a look at the overall health status of their workforce. It's an excellent way to recognize trends and make wellness program adjustments.

We decided to draw up a similar report based on the 85,000 employees we screened in 2015. This aggregate report can be a great snapshot of the current health of America's workforce. It can also be used as a great tool for comparing your workforce with national corporate wellness trends.

Read on to learn not only the health status of America's workforce, but what that means for corporate wellness and your employee wellness program. Honestly, we're a little surprised by what we found!



# WHAT DO THE NUMBERS SAY?

At TotalWellness biometric screenings, any number of health metrics can be measured. It all depends on the company's needs. Our standard package consists of the most common health measures like cholesterol, blood sugar, blood pressure and Body Mass Index (BMI).

## CHOLESTEROL

Cholesterol is a waxy substance that can come both from our bodies and from the food we eat. Your employees' cholesterol can be affected by their bodies and their diets. Consuming meat, poultry and full-fat dairy products can impact cholesterol levels.

There are good and bad types of cholesterol. LDL Cholesterol is the bad cholesterol. It contributes to plaque, which is a thick, hard deposit that can build up in blood vessels making it more difficult for blood to flow freely—damaging your employees' circulation.

HDL Cholesterol is the good cholesterol. It helps remove the LDL cholesterol from blood vessels by carrying it back to the liver. This can help to protect your employees from the negative side effects of LDL cholesterol build up.

Triglycerides can also affect cholesterol level. These are another type of fat that's used to store the extra energy your employees get from their diets. Together, LDL and HDL cholesterol, and a portion of the triglyceride count make up your employees' total cholesterol.

<b>HDL Cholesterol</b> (the good cholesterol)	30% optimal range	46% nearly optimal range	24% low range
<b>LDL Cholesterol</b> (the bad cholesterol)	44% optimal range	34% nearly optimal range	16% borderline high range
<b>Triglycerides</b>	75% normal range	12% borderline high range	12% high range



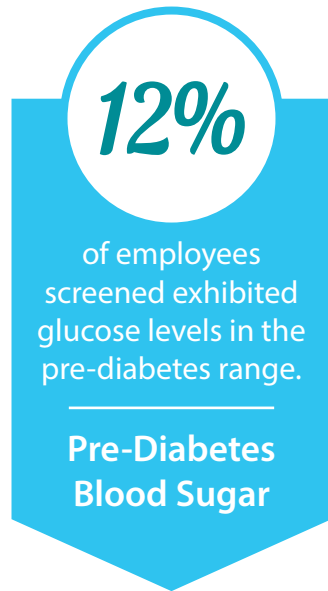
# BLOOD SUGAR

A blood glucose test measures your employees' blood sugar levels. Blood sugar, or glucose, is the main source of energy that our bodies uses. Your employees get glucose from the food they eat and from their cells, where it's stored. Their blood then carries glucose to all of their cells to use for energy.

Oftentimes, blood glucose is used as a measure of a person's risk for diabetes. If your employees' blood glucose levels are too high, it's what we call hyperglycemia and can be an indicator of diabetes. Blood glucose that's too low is referred to as hypoglycemic.

While blood glucose screenings are often used to reflect diabetes risk, abnormal results can also indicate a variety of other health issues. Unmanaged, this high blood sugar can damage your employees' eyes, kidneys, nerves, heart and blood vessels.

**Blood glucose is used as a measure of a person's risk for diabetes.**



# BLOOD PRESSURE

Blood pressure refers to the pressure of blood against the inside walls of your employees' blood vessels. These blood vessels carry blood with important nutrients, like oxygen, to all parts of our bodies. You can think of blood vessels like a garden hose. The force of the water against the inside of the hose is like blood pressure.

When your employees' blood pressure is too high or too low, there's a risk that damage will be done to their blood vessels, and nutrients won't get where they need to go in their bodies. The most common concern when it comes to blood pressure is hypertension.

Hypertension is the medical term for high blood pressure. It's a result of the narrowing of blood vessels, which prevents blood from flowing as freely as it'd like to. Kind of like clogging the garden hose mentioned earlier.

To be diagnosed with high blood pressure, your employees' blood pressure must be consistently high. Blood pressure can vary in different situations throughout our lives. It's important your employees know their normal blood pressure, and recognize any lifestyle factors that could be playing a role in a high reading.

High blood pressure puts your employees at risk because it causes their hearts to work harder than they should. That means their hearts and blood vessels are more likely to get injured, increasing their risk for heart attacks, strokes, kidney failure and even heart failure.



**36%**

of employees screened exhibited blood pressure in the normal range.

**Normal  
Blood Pressure**

**50%**

of employees screened exhibited pre-hypertension .

**Pre-Hypertension**

**11%**

of employees screened exhibited stage 1 hypertension.

**Stage 1  
Hypertension**

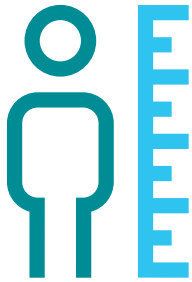
# BODY MASS INDEX (BMI) AND WAIST CIRCUMFERENCE

BMI is a number calculated from your employees' heights and weights in order to identify potential issues with their body weight. It's important they know their BMI—and strive for a healthy BMI—because weight can be a good indicator of health problems down the road.

BMI is thought to be a reliable indicator of obesity. It's not a direct measure of body fat, but research shows that BMI and body fat measures correlate in most people. It's important to keep in mind that BMI isn't necessarily accurate for everyone. Because the measurement is based on static height and weight data, it doesn't take into account muscle mass, bone density or pregnancy.

Waist circumference is a similar method of assessing body weight. Carrying extra fat around their bellies can put your employees at higher risk for some of the complications associated with obesity.

Ultimately, both BMI and waist circumference help your employees get an idea of their risk for becoming overweight or obese. Being overweight or obese can be a serious health concern that can lead to high blood pressure, diabetes and heart disease.



Waist Circumference	
Normal	64%
High	36%

**29%**

of employees screened exhibited BMI in the normal range.

**Normal  
BMI**

**34%**

of employees screened exhibited BMI in the overweight range.

**Overweight  
BMI**

**29%**

of employees screened exhibited BMI in the obese range.

**Obese  
BMI**

**7%**

of employees screened exhibited BMI in the extremely obese range.

**Extremely  
Obese BMI**

# WHAT DO THE NUMBERS MEAN?

It can be easy to get lost in the complexity of the numbers and statistics associated with health. So yes, it's interesting to see what percentage of employees fall into specific health categories. But what exactly does that mean?

Well first of all—for the sake of transparency—it could mean that people who are healthier are more comfortable attending biometric screening events. Like we said earlier, we were a bit surprised at how well employees scored across the board. There could be a positive tilt because people who are comfortable with their health are more likely to attend a screening in the first place.

That being said, no matter the current state of their health, there are three things your employees do that can impact how these numbers show up in your workforce.

## EAT

Nutrition plays a huge role in overall health. Eating well is one healthy habit that can affect all biometric numbers. When it comes to nutrition-specific numbers, though, the report suggests employees are fairly good at avoiding bad foods.

A majority of employees were sitting in the optimal range for Total Cholesterol, LDL, Triglycerides and Blood Sugar. These things can be managed by avoiding “bad” foods—or foods high in cholesterol, fat and sugar.

When it comes to HDL—the type of cholesterol we need more of—a majority of employees were sitting in the nearly optimal range, meaning they have a bit of work to do. This type biometric number is affected not by avoiding bad foods, but by getting more good foods into your diet.



## MOVE

Exercising regularly and living a physically active lifestyle is another means to living an overall healthy lifestyle. Exercise is a very effective way to manage your body weight and lower blood pressure.

A majority of employees showed BMI measures in the overweight and obese range. Obesity is a huge challenge our country faces, so that's not outside of the societal norm. A majority of employees also showed pre-hypertension—meaning their blood pressure needs to come down into a healthy range.

These high BMI and blood pressure measures could mean that employees aren't doing enough to maintain a physically active lifestyle. Many jobs require employees to sit at a desk or computer for a majority of the day. It takes a little more effort to overcome that sedentary environment and create a physically activity daily routine.



## LIVE

Health goes beyond what you eat and how you move. There are a variety of lifestyle factors that can play a role in your overall health. This includes things like stress relief, cultural immersion, healthy relationships and personal growth. All of these things contribute to good levels of mental, social and emotional health—which can actually impact the physical health numbers measured at a biometric screening.

A majority of employees showed blood pressure measures that were simply too high. Even if employees are eating well and moving often, blood pressure can remain high due to prolonged, unmanaged stress.

It's a fine line to address stress at work because—to a certain extent—it just comes with the territory. Work can be stressful. Consistently high blood pressure measures, however, can suggest that employees aren't handling that stress in a healthy way.





# MAKING SENSE OF IT ALL

When it comes down to it, people need to be an active part of their health. It really does take some intention and some drive to build a healthy lifestyle.

This ultimate aggregate report shows us that people seem to be okay with reacting. But there is plenty of room for improvement when it comes to being proactive. Just to be clear—reacting to life and avoiding unhealthy behaviors is not a bad step! In fact it's a good first step towards a healthy lifestyle, but it's simply not enough.

There is plenty of room for improvement when it comes to being proactive.

That's especially true when you look at the number of employees who sit in "borderline" or "nearly" categories for biometric measures. For these people, the difference between thriving and surviving is the difference between acting and reacting.

When you stop and think about it, it can be much easier to react. It's easier to say, "No thanks. I don't want that piece of cake," than it is to say, "Pile on the extra veggies, please."

Encouraging an actively, intentionally healthy lifestyle can be the best way to nudge all of those "borderline healthy" employees into an optimal state of health and well-being.

There's no better platform to encourage action than an employee wellness program! You have a great opportunity to help your employees become proactive parts of their healthy lifestyles.

They want to be healthy. The numbers show us that. Employees across the country are taking steps towards health. They need a little more direction to get there, though.

First, it's important to encourage employees to take part in the preventative healthcare services that are available to them. That means attending biometric screenings—even if they're not necessarily comfortable with the current state of their health. It also means regularly seeing their doctor, managing health conditions and staying up to date on vaccinations.

Second, it's important to encourage employees to eat more healthy foods. Avoiding unhealthy foods is an excellent step. But it's important to go beyond that. Use your wellness program to talk about the importance of a balanced diet filled with fruits, vegetables, whole grains and healthy fats.

Third, it's important to encourage physically active lifestyles. If your workplace is filled with people glued to computer screens and desk chairs, consider using your wellness program to get people moving. If you have the means, invest in standing desks or walking workstations. If not, be sure to educate your workforce on how important it is to get moving throughout the day.

Finally, it's important to encourage rounded healthy lifestyles. Health goes beyond diet and exercise. Mental and emotional health, financial wellness and social support play important roles in a healthy lifestyle. Use your wellness program to touch on all aspects of health.



# TAKEAWAYS

In 2015, TotalWellness performed over 85,000 biometric screenings at a variety of companies across the country. Here's the gist of what we found:

- Employees are relatively healthy when it comes to biometric health numbers.
- More employees exhibit healthy ranges of biometric measures that involve avoiding habits or behaviors that are bad for their health (LDL cholesterol, triglycerides and glucose) .
- Fewer employees exhibit healthy ranges of biometric measures that involve actively seeking and performing healthy habits or behaviors (HDL cholesterol, blood pressure and BMI).
- A large amount of employees sit in “borderline” or “near” healthy ranges. That means the lifestyle choices they make can easily nudge them either towards or away from good health.
- It's possible that the numbers lean towards positive, healthy results because employees who are comfortable with their health are more likely to attend biometric screenings.
- Employee wellness programs can help encourage screening participation from employees at all levels of health.
- Employee wellness programs can help encourage employees to be an active part of their own health journey.



If you've done biometric screenings in the past, maybe you've gathered similar information from your own workforce. If not, maybe it's time to see where you stand in relation to the national norm.

If you'd like to learn more about what your aggregate screening results mean, or if you'd like to set up a biometric screening where you work, get in touch with your TotalWellness account representative. If you're not sure who that might be, head to our website for more information.

A biometric screening is an excellent first step in helping your employees create happy, healthy lifestyles. Biometric screenings are a series of health tests designed to offer insight into your employees' overall health.

It provides an opportunity for your employees to learn about their current health status. Aggregate wellness reports also provide you with an opportunity to learn where adjustments can be made in the culture of wellness where you work.

Currently, the wellness industry thinks of biometric screenings as necessary, but all the same. We're out to prove that by providing better, more positive screening experiences employees will be more engaged and get more out of corporate wellness programs.

**The wellness industry thinks of biometric screenings as necessary, but all the same.**

TotalWellness specializes in biometric screening events that can be customized to you and your workforce. We provide all-inclusive pricing, expert staff and equipment, and a smooth, seamless screening process.

Learn more about our better approach to screening by going online to:

[TotalWellnessHealth.com/Biometric-Screening](http://TotalWellnessHealth.com/Biometric-Screening)



9320 H Court | Omaha, NE 68127  
news@totalwellnesshealth.com  
1.888.434.4358

