

Wellness Program Audit Checklist

A QUICK AUDIT TO EVALUATE IMPACT, ENGAGEMENT, AND EFFICIENCY

With hundreds of wellness options on the market, it's easy to launch a program — but much harder to know if it's actually driving meaningful outcomes. Use this audit checklist to evaluate the health of your current wellness strategy.

How to Use This Checklist:

- 1. Mark each item honestly based on your current program.
- 2. If you check fewer than 6 boxes, your wellness strategy may benefit from an upgrade — especially around incentive design and employee choice.

AUDIT ITEM	WHAT TO LOOK FOR
<input type="checkbox"/> Employee Engagement Is Consistently High.	Are employees actively participating, or just checking boxes to earn rewards?
<input type="checkbox"/> Rewards Motivate Meaningful Behaviors	Do your incentives drive actual habit change, or are they transactional (e.g. gift cards, swag)?
<input type="checkbox"/> Program Is Easy to Administer	How much internal time is spent managing vendors, tracking progress, or troubleshooting?
<input type="checkbox"/> Employees Can Personalize Their Experience	Are your wellness options flexible and inclusive, or one-size-fits-all?
<input type="checkbox"/> Incentives Are Delivered in Real Time	Do employees receive rewards quickly enough to reinforce positive behavior?
<input type="checkbox"/> You Offer Experiential Rewards	Are your incentives emotionally resonant (e.g. yoga, massage, meal kits), or purely material?
<input type="checkbox"/> You Track Behavior, Not Just Participation	Are you capturing whether employees are forming sustainable healthy habits?
<input type="checkbox"/> Your Program Aligns with Employee Needs	Have you recently assessed if your offerings reflect your workforce's wellness priorities?

This tool is designed to help HR professionals, benefit leaders, and brokers spot red flags in engagement, incentive design, and implementation effort.



Need help rethinking your approach?

Scan the QR code or reach out and contact us to explore how experiential wellness incentives can fill the gaps and boost employee connection to your program.