



*Accelerating Health & Performance Globally*

## **Key Terms in the Practice of Health & Productivity Management**

**Absenteeism** – Physical absence from a designated work-station for jobs that require employees to be at that work station for a designated period of time

**Behavioral Health** – Degree of freedom from clinically diagnosed mental health conditions like depression, anxiety, and bipolar disorder as well as abuse of alcohol and other legal and illegal substances

**Body Mass Index (BMI)** – Ratio of height-to-weight used to calculate defined levels of “obesity” (i.e., non-obese, mildly obese, seriously obese, morbidly obese)

**Burden of Illness (BOI)** – Total health-related economic cost of:

- Direct medical & drug expenses
- Absence from the work place
- “Presenteeism” while at work

**CBT (Cognitive Behavioral Therapy)** – Most widely used evidence-based psychotherapy for treating mental disorders by changing patterns of thinking or behavior in order to change how people feel

**Culture of Health** – Workplace environment, policies and practices that support – or fail to support – individual healthy behaviors

**Disease Management** – Systematic management of chronic illnesses of high-risk, high-cost patients to improve their condition or prevent it from becoming worse. (e.g. Diabetes and Cardiovascular Disease)

**EAP (Employee Assistance Program)** – Employee Assistance programs serve as “early warning systems” for behavioral/mental health issues with counseling and referral.

**Health** – Degree of freedom from functional limitations resulting from chronic health risks or disease

**Health Behaviors/Lifestyle Habits** most directly related to risk for chronic disease are:

- Nutrition/eating habits
- Movement/physical activity, not just exercise
- Sleep: quantity and quality needed to restore physical and mental capacities
- Substance Use: tobacco cessation, alcohol abuse, drug abuse

**Health and Productivity Management** – Targeting investments in health improvement on the most significant population health risk factors and chronic diseases to maximize the return on that investment

**Health Risk** – Level of a clinical marker – for example, blood pressure – determined by professional medical bodies to determine the degree of risk for a chronic disease – in this example, hypertension

**Health Risk Assessment (HRA)** – A self-assessment survey instrument used to collect data on (1) known lifestyle-related health risk factors and chronic diseases such as blood pressure and glucose levels, obesity, and diabetes/pre-diabetes, and (2) lifestyle behaviors contributing to these chronic health risks and diseases – such as poor nutrition or sedentariness

**Human Capital** – Productive economic asset comprised of individuals’ knowledge and skills or “intellectual capital,” their motivation, and their “functional health” or capacity to perform specific job tasks

**Impact of Health Intervention (IOHI)** = total reduction in the BOI resulting from a health improvement program (intervention)

**IHPM (Institute for Health and Productivity Management):** The Institute for Health and Productivity Management is a global enterprise dedicated to establishing the productive value of health as an human capital asset and advancing health and performance globally, founded in 1997, located in Scottsdale, AZ, U.S.A. <http://www.ihpm.org>

**Long-term Disability (LTD):** Absence from work for an extended period of time because of chronic illness or serious injury.

**Mental Health:** Refer to “**Behavioral Health**”

**Metabolic Syndrome:** three or more of the following health risk factors:

- Large waist circumference
- High triglycerides
- Low HDL cholesterol
- Elevated blood pressure
- Elevated fasting blood glucose

**Physical Health:** Degree of freedom from organic and musculoskeletal diseases (e.g. heart disease, cancer, diabetes, COPD, arthritis, MS)

**Population Health Management:** improving the health risk profile of an entire population by keeping the healthy from becoming ill while also managing the chronically ill to make them healthier

**Presenteeism** – health-related functional impairment that negatively impacts the ability to perform specific physical, cognitive and social or interpersonal job tasks – thereby reducing productivity

**Prevention** – keeping health risks or chronic disease from becoming worse or “migrating” upward on the health risk curve, employing appropriate primary (wellness), secondary (disease management) or tertiary (specialty treatment) health practices

**Quality of Life:** Degree of life satisfaction including:

- A sense of fulfillment,
- Happiness with your living situation, and
- Feeling fortunate about social relationships (i.e. not feeling isolated or alienated)

**Return on Health Investment (ROHI)** – the total IOHI (Impact of Health Intervention) or reduction in the BOI (Burden of Illness), divided by the financial cost of that Intervention

**Short-term Disability (STD):** Absence from work for a limited period of time because of chronic illness or serious injury.

**Stress:** Reaction to a stimulus that disturbs the physical or mental equilibrium; if it is chronic, stress disrupts nearly all body systems and increases vulnerability to many mental and physical health problems

**Wellbeing** – level of psychological strength or fitness for performance of work or life tasks, measured by resilience and by feelings of thriving or flourishing and of life satisfaction or general happiness

**Wellness** – degree of freedom from clinically measured health risk factors for chronic disease, and characterized by healthy lifestyle behaviors

**WEF – (World Economic Forum):** The World Economic Forum, committed to improving the state of the world, is the International Organization for Public-Private Cooperation founded in 1971, headquartered in Cologny, Switzerland. <https://www.weforum.org/about/world-economic-forum>

**WHO (World Health Organization):** The World Health Organization is a specialized agency of the United Nations that is concerned with international public health. It was established on 7 April 1948, headquartered in Geneva, Switzerland. <http://www.who.int/about/en/>

**WPWA (WorkPlace Wellness Alliance):** The WorkPlace Wellness Alliance is a global alliance of multinational companies created by the World Economic Forum and powered by IHPM to advance health and performance globally. <http://www.ihpm.org>

**Worksite Wellness Program:** Systematic behavior change intervention to improve the health risk profile and reduce the presenteeism level of a working population.