



Key Terms in the Practice of Health & Productivity Management

Accelerating Health & Productivity

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

ADoH – Affective Determinates of Health typically refers to the observable expression of emotions with a broader interpretation encompassing a wide range of emotions, moods, and sensations influencing our physiological responses. These affects are subjectively experienced by individuals, with varying levels of intensity and valences, i.e., negative or positive reactions. *Emotii* measures the Affective Determinants of Health (ADoH) that help drive behaviors that account for 40-50% of our healthcare outcomes.

Behavioral Health – Degree of freedom from lifestyle-related behaviors such as abuse of alcohol and other legal and illegal substances, poor nutrition, and sedentariness or lack of physical activity

Biometric Screenings - collection of data directly from employees on clinical health risk factors such as blood pressure, blood sugar/glucose, blood fats/cholesterol, and Body Mass Index (BMI) or waist circumference related directly to chronic illnesses such as hypertension, diabetes, cholesterolemia and obesity

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:

- Functional impairment (“Presenteeism”) while at work
- 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 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 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 employee health improvement on the population health risk factors and chronic illnesses causing the greatest Burden of Illness (BOI) – medical and drug expense, functional impairment (presenteeism), absenteeism, and disability in order to maximize the return on those investments (ROI).

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, “psychological capital” 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 a 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: degree of freedom from clinically diagnosed mental health disorders such as depression, anxiety, bipolar disorder and schizophrenia (Refer also 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, Low Back Pain)

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

Syndemic: A term describing the aggregated, interconnected effects of multiple, simultaneous health crises on populations, such as combining a pandemic with mental health and social issues.

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.

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.

WPA (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.

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