

12 Questions to Ask Before Implementing a Workplace Health and Well-Being Standard

1. Why do you want to implement a workplace health and well-being standard?
2. Do you want to be certified at the end of the process? If so, why?
3. For your organization, does the standard need to be internationally recognized (ISO standards) or is the use of a Canadian or Quebec standard sufficient?
4. Do you already have processes, actions, committees or other mechanisms in place to ensure workplace health and well-being?
5. Is senior management supportive of the initiative and willing to clearly communicate their commitment to implementing the standard?
6. Is there a contact person in the organization who is familiar with the standard? If not, is it necessary to hire an external consultant or train an internal resource?
7. Is the current internal context of the company consistent with the reason for wanting the standard implemented (organizational changes, constraints on personnel, etc.)?
8. Does the company have stakeholder consultation mechanisms in place? If so, are they effective?
9. How will you communicate information about the standard and its implications for employees?
10. Which internal and external partners should be sought out before launching the project?
11. What individuals would make good ambassadors to promote the project on an ongoing basis?
12. What is the desired timeframe for an operational standard in your organization?



11 Recommended Steps

1. Analyze the context of your organization, the issues that workplace health and well-being can address, and the internal and external factors that could impact your business.
2. Conduct your analysis of the standards using the comparisons presented and select the one(s) that best suit(s) your reality and your issues.
3. Develop your business case and mobilize senior management.
4. Identify the internal and external players to be involved and set up a working committee.
5. Take an inventory of what you are already doing in relation to workplace health and well-being as well as their measurement indicators.
6. Identify how the data collection will be conducted.
7. Analyze all of the above and prioritize your interventions.
8. Determine what skills and/or resource adjustments are required.
9. Mobilize your allies.
10. Deploy and communicate.
11. Evaluate and improve!