



## Health and Wellness: Realistic Goals and Expectations

### Personal

1. Needs assessment – what is the need? Lose weight, more fit, avoid disease
2. Interest survey – what do I like to do? What can I do?
3. Develop SMART goals
4. Identify support sources – who are my allies? Who is not?
5. Determine obstacles – potential, known and unknown
6. Program design
7. Program evaluation
8. Practical tips for success

### Professional

1. Needs assessment - what is the need? Decrease health care costs, increase productivity
2. Interest survey – consulting, fitness classes, nutrition classes, etc.
3. Develop objectives
4. Identify stakeholders
5. Determine obstacles – potential, known and unknown
6. Program design – culture, environment and incentives
7. Program evaluation – subjective and objective
8. Management support