

The word "VITAE" is written in a bold, yellow, sans-serif font. It is enclosed within a yellow rectangular border. The background of the top half of the image is a dark teal color with a pattern of white, wavy, contour-like lines.

WORKFORCE WELLNESS AUDIT

A 10-question self-assessment to help HR leaders and business owners understand where their team stands.
And where to focus first.

vitahealthcoaching.com/corporate

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Serving the Front Range, mountain towns and beyond

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ABOUT THIS AUDIT

Why this matters

Most companies don't have a performance problem – they have an energy, engagement, and burnout problem. This audit is designed to help HR managers, people ops leads and business owners move beyond guesswork and understand what their employees actually need.

Having spent 25 years in the corporate world, we've seen amazing cultures and toxic ones. We've seen organizations where health was in their DNA, and where stress and energy drinks were the DNA. This audit helps you see honestly where your team stands, and what a better path forward looks like.

HOW TO USE THIS AUDIT

Rate each statement from 1 to 5 based on your honest, current experience, not where you hope to be.

There are no right or wrong answers. The goal is clarity.

Tally your scores at the end to find your total out of 50.



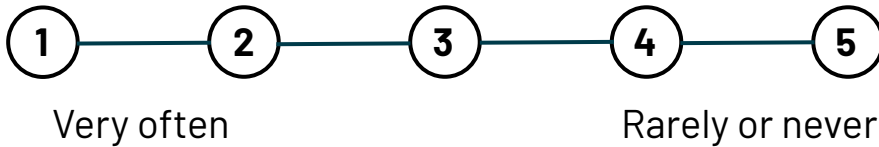
SECTION 1 - STRESS & BURNOUT

How is your team holding up?

Q1

How often do employees seem stressed, overwhelmed or emotionally drained?

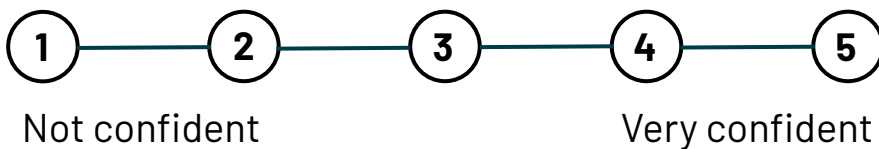
Think about what you observe day-to-day - not just what surfaces in formal surveys.



Q2

How confident are you that burnout is not a significant risk in your organization right now?

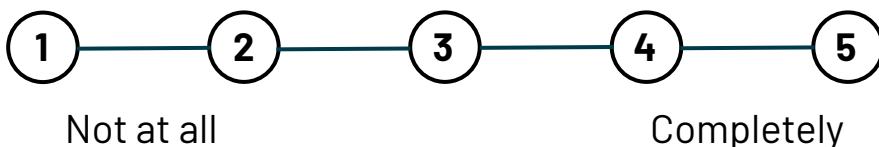
Consider absenteeism patterns, turnover signals and informal conversations with managers.



Q3

Does your company have clear, accessible resources for employees experiencing stress or mental health challenges?

EAPs, mental health days, manager training, peer support, or 1:1 coaching all count.



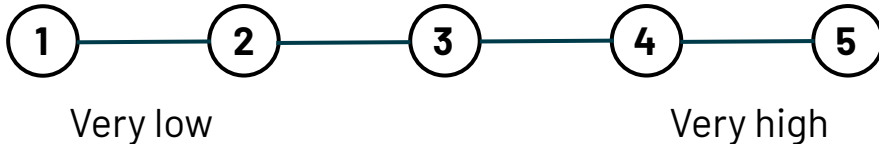
SECTION 2 - PHYSICAL HEALTH & ENERGY

Are people showing up at their best?

Q4

How would you rate the overall physical energy and vitality of your workforce?

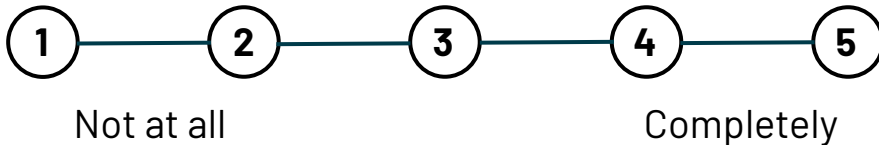
Low energy shows up as disengagement, slow output and frequent illness long before people speak up.



Q5

Does your company actively support healthy habits - movement, nutrition, sleep, meditation and recovery?

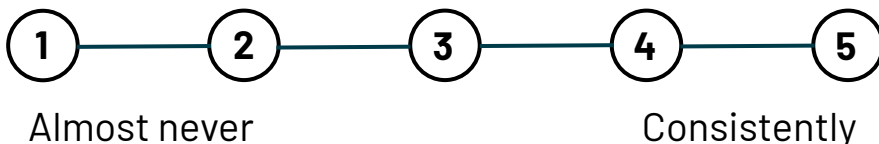
Think beyond gym discounts. Are healthy choices genuinely easy and encouraged for your team?



Q6

How often do employees take their full lunch break, use their PTO and disconnect after hours?

Recovery behaviors are one of the strongest proxy signals for overall workforce health.



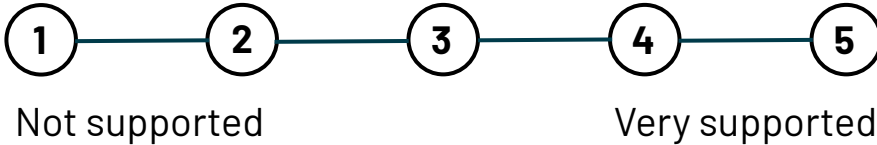
SECTION 3 - CULTURE & CONNECTION

Do people feel like they belong?

Q7

How supported do employees feel by their direct managers when it comes to their wellbeing?

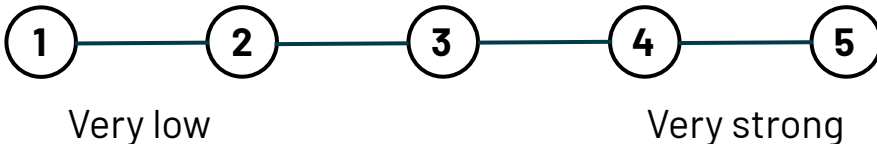
Manager behavior is one of the strongest predictors of employee wellness outcomes.



Q8

How strong is the sense of community and connection across your team?

This matters especially for remote, hybrid and mountain town teams where isolation is real.



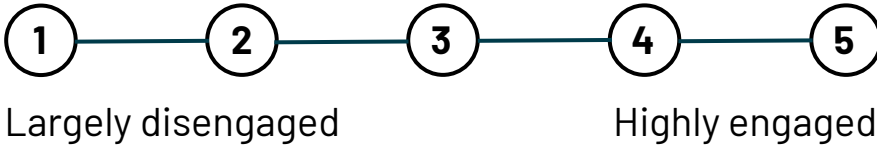
SECTION 4 - ENGAGEMENT & RETENTION

Are your people staying - and why?

Q9

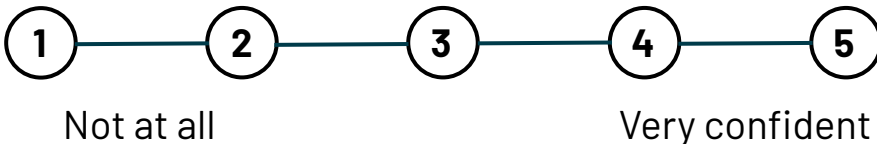
How engaged and motivated does your workforce feel in their day-to-day work?

Engagement is distinct from satisfaction - it's about energy, purpose and commitment.

**Q10**

How confident are you that your current wellness approach helps attract and retain top talent?

Would a strong candidate choose you partly because of how you invest in your people.



VITAE

YOUR SCORE

What your results mean

Score	What it signals	Suggested next step
40 - 50	Strong foundation	Optimize and maintain. Explore targeted enhancements to stay ahead.
28 - 39	Room to grow	A structured wellness program would make a meaningful impact here.
15 - 27	Significant gaps	Prioritize wellness now. Burnout and retention risk are elevated.
10 - 14	Urgent attention	Address culture and wellbeing before other growth initiatives.

nuvita OUR TECHNOLOGY PARTNERSHIP

We partner with **Nuvita**, a modern wellness platform built for real behavior change. Personalized challenges, coaching touchpoints, and built-in accountability keep employees engaged long after launch. Organizations using this approach see up to **4x higher engagement** than traditional wellness programs. Human coaching + smart technology = wellness that sticks.

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VITAE

Ready to walk through what you found?

Your score is a starting point, not a verdict. Every team is different, and the right wellness approach depends on your people, your culture and your goals. We offer a complimentary, no-obligation 30-minute discovery call to walk through your results and explore what a personalized VITAE program could look like for your team.

- Holistic 360° wellness — culture, coaching, fitness, nutrition, mindfulness & education.
- 1:1 coaching, group coaching, personal training & wellness challenges.
- Powered by **Nuvita** for measurable engagement and real ROI.
- Fully virtual — Front Range, mountain towns and beyond.
- Programs starting at \$1,000, customized to your team.

Schedule your discovery call at vitaehealthcoaching.com

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