

# The Impact of Health Risk Awareness on Employee Risk Levels

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**Objectives:** To determine the accuracy of employee self-reported health data and to assess health-risk changes after participation in a workplace health awareness and promotion program. **Methods:** Comparative analysis of self-reported and objective health data from 5403 individuals who completed health screenings at 2 time-points. **Results:** At baseline, 45.5% of participants were higher risk, and 47.4% underreported 3 or more risk measures. At second screen-

ing, the population improved in overall risk and in 5 of 7 risk measures ( $P < 0.0001$ ), and the underreporting group improved more dramatically than the total population. **Conclusions:** Workplace health promotion programs founded on objective health metrics can motivate employee health-risk reduction.

**Key words:** health promotion, chronic disease, health status indicators, employer health costs, risk management

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