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| Logo  Description automatically generated | Why Should You Ask Workplace Wellness Questions During a Job Interview? |

## **Save time and money.**

Most often when you are seeking new job opportunities, you don’t know the variety of different health and wellness benefits that the potential employer would offer until you accept the position. However, that does not allow you the chance to compare the true value of what value the different positions would offer you overall. This situation can lead to “accepting” multiple positions, collecting, and comparing the benefits information so you can confidently decide on the job that provides the highest total value to you.

## **All jobs are not created equal – even if the pay is the same.**

Depending on your specific healthcare and well-being needs, different job opportunities can represent different values beyond just the wages and salaries offered. For example, a mom with a toddler might chose to accept the position with daycare onsite of the workplace or the one that offers flexible hours vs a job that might pay the same salary but don’t offer these benefits.

## **Make better INFORMED decisions.**

Benefits can vary on a very wide scale from company to company even within the same industry. We have created this list of questions that you can and should ask during your interviews. Ask these questions during the interview when you have the interviewer’s undivided attention.

## **What to do now?**

1. Download this list of questions
2. Highlight the questions that are important to you
3. Ask the questions during the interview
4. Note the answers
5. Compare opportunities based on the answers you received
6. Look for the opportunity that will give you the highest overall value based on your needs

## **Ask about the organization’s Palm Certification™.**

Our international standards for our PALM Workplace Wellness™ Assessment and Certification programs also help you identify those outstanding organizations that go over and beyond in providing wellness in the workplace. Find out more about which organizations received these high recognitions on our website at <www.bonitawellnessinstitute.com>.

Need help or have questions? Contact us at BeWell@mybonitawellness.com.

WORKPLACE WELLNESS INTERVIEW QUESTIONS

## **jOB OPPORTUNITIES**

What I generally like about these opportunities:

**JOB 1 –** /position and company here/

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| --- |
|  |

**JOB 2 –** /position and company here/

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|  |

**JOB 3 –** /position and company here/

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## **GENERAL QUESTIONS**

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| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| Do you have dedicated people or teams for workplace wellness program(s)? |  |  |  |
| What is your PALM Workplace Wellness™ certification level? |  |  |  |
| And what are their roles and responsibilities? |  |  |  |
| What are your workplace wellness goals in general? |  |  |  |
| Do all benefits start with day 1? If not, when do benefits start? |  |  |  |
| Do you offer employer sponsored financial benefits?a. 401Kb. Employer sponsored college savings planc. Student loan repayment assistanced. Student/school expenses assistancee. Stock, stock options, or equityf. Long-term financial incentive plang. Other |  |  |  |
| Does this position offer a bonus plan? What are its details? |  |  |  |

## **HEALTHCARE BENEFITS & DETAILS**

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| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| Medical health insurance |  |  |  |
| Dental health insurance |  |  |  |
| Vision health insurance |  |  |  |
| Supplemental health insurance |  |  |  |
| HSA Health Savings Account |  |  |  |
| FSA Flexible Savings Account |  |  |  |
| HRA Health Reimbursement Account |  |  |  |
| Life and Accidental Death & Dismemberment (AD&D) |  |  |  |
| Long-term disability |  |  |  |
| Paid parental leave |  |  |  |
| Paid medical leave |  |  |  |
| EAP Employee Assistance Program |  |  |  |
| Wellness stipends |  |  |  |
| Other |  |  |  |

**DO YOU OFFER COMPLIMENTARY HEALTH SCREENINGS?**

|  |  |  |  |
| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| Blood test (cholesterol, glucose, triglycerides) |  |  |  |
| Blood pressure |  |  |  |
| Dermatology full body exam |  |  |  |
| Weight/waist/BMI |  |  |  |
| Mental health |  |  |  |
| Other |  |  |  |

**OTHER HEALTHCARE RELATED QUESTIONS**

|  |  |  |  |
| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| Do you cover family members, spouses, children, dependents? |  |  |  |
| Do you offer pet insurance? |  |  |  |
| I’m a smoker, but I am trying to quit. Do you offer smoking cessation assistance? |  |  |  |

## **WELL-BEING PLANS FOR PHYSICAL HEALTH**

|  |  |  |  |
| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| Do you cover participation fees or training assistance for local fitness events? |  |  |  |
| Do you have a gym or offer paid or subsidized gym membership? |  |  |  |
| Do you have or offer access to yoga and/or meditation? |  |  |  |
| Do you pay for any exercise/mental health apps that I could access? |  |  |  |
| Do you provide weight loss assistance? If you do, what does that entail? |  |  |  |
| Do you offer healthy food and beverage onsite for free or for purchase? |  |  |  |
| If I bring my own meal, where can I store it? |  |  |  |
| What are the options for warming/preparing my meals during work? |  |  |  |
| Do you allow this position to take a break when having a meal? |  |  |  |
| Do you have an employee cafeteria or dining room where I could take a break when having a meal? |  |  |  |
| How often do you allow breaks? |  |  |  |
| Do you provide educational opportunities to live a healthier life overall?a. Healthy nutritionb. Healthy exercise for my lifestylec. Health coaching servicesd. Learning about how to get better sleepe. How to manage stressf. Environmental-friendly/green livingg. Financial wellbeingh. Other |  |  |  |

## **WELL-BEING PLANS FOR MENTAL HEALTH**

|  |  |  |  |
| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| How often do you allow breaks? |  |  |  |
| Do you provide educational opportunities to live a healthier life overall?a. Healthy nutritionb. Healthy exercise for my lifestylec. Health coaching servicesd. Learning about how to get better sleepe. How to manage stressf. Environmental-friendly/green livingg. Financial wellbeingh. Other |  |  |  |
| Do you allow flexible work schedules? |  |  |  |
| Do you allow remote work? If you do, how often (if at all) am I required to be onsite or meet with the teams in person? |  |  |  |
| Do you allow/expect me to work while I’m on paid time off? |  |  |  |
| How many days of paid time off do you offer and when does it go up? |  |  |  |
| How do you manage employee burnout and stress? |  |  |  |
| Do you provide mental health care coverage or any mental health support? What are they? |  |  |  |
| Do you regularly organize team building events? What have you done in the past? |  |  |  |

## **Other benefits**

|  |  |  |  |
| --- | --- | --- | --- |
| **QUESTIONS** | **JOB 1** | **JOB 2** | **JOB 3** |
| Do you provide assistance (time, financial, other) for parents with school aged children? If you do, what do you provide? |  |  |  |
| Is the workplace pet-friendly? |  |  |  |
| you offer paid or subsidized pet services? (grooming, pet sitting while traveling for work, etc.) |  |  |  |
| I’m a volunteer for this special cause /fill in what you support/. What support do you provide so that I can continue to volunteer for this cause? |  |  |  |
| Do you provide commuter benefits? |  |  |  |
| Do you cover wireless plan cost? |  |  |  |
| Do you cover my home wifi usage? |  |  |  |
| Do you offer paid or subsidized vacations? |  |  |  |
| Do you offer benefits covering clothing, dry cleaning, or grooming? |  |  |  |
| Do you offer incentives for healthy food and beverage purchase? Coupons, freebies, etc. |  |  |  |
| What other benefits do you provide? |  |  |  |