



Health risk assessment

A health risk assessment (HRA or also known as a health risk appraisal) is a tool used to help the individual identify and understand personal health risks, as well as monitor their health status over time.

Many different formats exist for HRAs and some are more extensive than others. Typically, a health risk assessment will include questions to evaluate an individual's health status and personalized feedback to reduce risks, maintain health and prevent disease.

Although a variety of questions or topics can be covered, some examples include:

- Lifestyle behaviors (e.g. physical activity, diet, tobacco use, sleep)
- Emotional/mental health (e.g. stress, depression, anxiety)
- Occupation/safety (e.g. ergonomics, use of safety equipment, seat belt)
- Biometric data (if available)
- Readiness to change
- Health literacy (e.g. knowledge of resources)

Assessments can be completed online, offered as a paper option or provided over-the-phone. If biometric data is included, it can be self-reported by the individual or pre-loaded from a biometric

screening event. Feedback is usually delivered at time of completion directly to individuals online or as a printed report.

Reporting offers the individual feedback on which areas of their health need improvement and provide realistic actions they can take to reduce the risk of future health problems. Aggregate data reporting may be available to employers if a participant threshold is met. The de-identified information can offer insights on employee health risks, the impact of a wellness program and ways to improve the use of resources.

HRAs can be a relatively low-cost way to assess the health attitudes, beliefs and behaviors of your employee population, while also serving as an informative tool for planning programs and policies. As part of a broader program, these assessments can help engage employees in their health, shape lifestyle choices and promote prevention.

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