



WellPath

Health Enhancement Goals (HEGs):

SRPMIC offers employees the opportunity to meet with a WellPath coach and set, plan and achieve Health Enhancement Goals (HEGs) which will significantly improve their health status. Meeting with a WellPath coach is the first step. To schedule a coaching appointment, send an email to WELLNESS@srpmic-nsn.gov.

At the initial appointment, your WellPath coach will facilitate your goal setting & your goal will:

- Significantly improve your health
- Be specific, measureable/quantifiable, challenging but attainable, under your control and time bound
- Define strategies and set short term goals to achieve your HEG.
- Set a follow-up interval for future coaching meetings (with WellPath or other coach)

The employee and coach(s) will work towards achieving the HEG. Once the HEG is achieved the employee will meet with the WellPath Coach one last time and the employee's incentive will be processed.

Employees set and achieve one HEG at a time. HEGs are long-term goals that are achieved by implementing multiple strategies, action plans and achieving short-term goals. Once an employee successfully achieves their HEG they are free to meet with a WellPath coach to set another HEG.

Major descriptive characteristics of a HEG are:

- HEGs will have a significant and positive impact on the health and wellness of the employee.
- HEGs are "owned" by the employee and the goal-setting process is "employee driven." The HEG is agreed upon by employee and coach.
- HEGs are specific, measurable, quantifiable, difficult but attainable, under the employee's control, time bound, relevant and realistic.
- HEGs often impact many areas or domains of wellness, and involve the setting of short-term behavioral goals aimed at achieving a single, specific and measureable outcome
- HEGs are pursued and achieved consecutively (no more than one at a time).
- HEGs start with a meeting between the employee and a WellPath coach.