

WE WANT  
TO HELP  
YOU...

# THRIVE@GVSU



## A wellness coaching program



**What is Thrive @ GVSU?** Thrive @ GVSU is a voluntary, confidential and free three month\* wellness coaching program available to all medical benefit eligible faculty, staff, spouses and household members. Participants in the Thrive @ GVSU program partner with a coach telephonically and through the new Wellbeing Hub via the Priority Health website.

**What happened to the Healthy Choices wellness program?** After conducting focus groups and gathering feedback from faculty and staff, we have made changes to the wellness program to bring you Thrive @ GVSU as a supportive option for your wellness journey. To stay current with best practices and trends, we removed the screening and health assessment requirements and will continue to focus on the confidential wellness coaching services available through Priority Health. GVSU is also transitioning to the Thrive @ GVSU program format to ensure compliance with potential wellness program federal regulations with EEOC and ADA rulings.

The Healthy Choices Wellness Program format will end September 30, 2018. Final rewards for the Healthy Choices wellness program will be administered in the fourth quarter of 2018. The transition to Thrive @ GVSU will continue to support GVSU's strategic plan in offering a wellness program for faculty, staff, household members and spouses that provides a multifaceted approach to well-being.

**Why is the university offering Thrive @ GVSU?** The University deeply values good health and well-being among its faculty and staff community. The goal of Thrive @ GVSU is to encourage sustainable, healthy lifestyles that prevent chronic disease, health conditions, emotional and financial stressors. The program aligns with the university's strategic plan and [healthy campus initiative](#).

**Why Wellness Coaching?** Coaching brings wellness to the individual level and helps participants work on specific areas that are important to them. The program is designed to meet participants when and where they are available. The experiences from the prior Healthy Choices program are solid - in 2017, over 550 faculty, staff, household members or spouses

were contacted by Priority Health. Over 2/3rds elected to start a coaching engagement and 95% of them completed the coaching session. More importantly, 100% of those that participated in a post coaching survey were satisfied with their health coaching experience! [Follow this link](#) to read what GV faculty and staff think about the current health coaching option.

**Why remove on-campus screenings?** The transition away from the on-site biometric screening supports a trend in encouraging participants to establish a medical home with a health care provider. Data shows that this concept produces a better overall outcome for participants and cuts down on the duplication of testing services. It also recognizes one of the key comments we receive from many faculty and staff members that do not participate, "I am already working with my health care provider". Appropriate age and gender preventive care is covered at 100% by our medical plans so there is no out-of-pocket cost for faculty and staff members and their families.

**Who is administering the Thrive @ GVSU wellness coaching program?** To protect your privacy, Grand Valley State University has contracted with Priority Health to administer coaching.

**What training do coaches receive?** Priority Health coaches have received wellness and health coach training, and they've passed written and oral exams from a nationally recognized certification organization.

- *NO more Know Your Numbers. Thrive @ GVSU is replacing the previously offered Healthy Choices wellness program based on focus group feedback and to ensure alignment with potential forthcoming federal rules and regulations. Faculty and staff are encouraged to connect with their primary care provider.*
- *Enroll during 2019 Open Enrollment (register your spouse or household member at this time as well).*
- *Priority Health's new online wellness platform will enable them to provide a \$100 gift card for members completing up to three months of a coaching program. \*\* Gift cards are administered by Priority Health and are mailed directly to the home.*

*\* Program is 1-3 months depending on participant goals.*

*\*\* Rewards are taxable. If a dependent earns a gift card for participating the faculty/staff member will be taxed.*

## WELLNESS COACHING TRUE OR FALSE?

**Will participation in the coaching program affect my insurance coverage or benefits?** No. Your participation will not affect your insurance coverage or benefits nor will they be disclosed to your insurance company or your employer without your permission.

**Will any of the information obtained through this program be shared with my manager?** No, the confidentiality of your personal health information is protected.

**What happens with the information I provide?** Information collected from Thrive @ GVSU is treated as confidential. By agreeing to Priority Health's privacy statement, you are allowing Priority Health to view your health questionnaire information and to advise on health improvement strategies. GVSU will have access to aggregate data of the GVSU community who participates in the program. Individual information will not be disclosed to GVSU.

**What happens to the results and health information I share with a Priority Health coach?** Information collected from coaches is treated as confidential. Priority Health coaches will use the health information that you provide to better understand potential opportunities for engagement and conversation. Priority Health treats your information as confidential. Only aggregate (group) de-identified data is used to help the University better understand the collective health of our faculty and staff and to assist with planning future programs that address the needs of our community. Be assured that the confidentiality of your personal health information is protected.

*Medical Disclaimer: Information presented is for educational purposes only and is not meant to substitute for the advice of a doctor or other medical professional. Always consult with a qualified medical professional before beginning any health or wellness program.*

**Will I be penalized if I don't participate?** No, participation is voluntary.

**Q: The Priority Health coach will share what we talk about with GVSU which could impact my employment.**

**A: FALSE.** The program complies with HIPAA requirements. GVSU does not receive any personal information discussed in the coaching sessions.

**Q: The only reason to work with a wellness coach is if something is wrong with me.**

**A: FALSE.** Coaching can be a tool for anyone wanting to set goals around topics in financial planning, stress management, family dynamics, and nutrition and weight management efforts. You may also want a coach if:

- You're running low on motivation. A wellness coach can help you build confidence, provide support and offer inspiration.
- You need someone on your side. Your coach is like a really knowledgeable friend who's there to listen, ask good questions and keep you on track with your goals.
- You need help recognizing successes. A wellness coach can help you identify wins and celebrate your progress.
- You need extra support. Wellness coaching can enhance and support other wellness programs you participate in like Jenny Craig®, Weight Watchers® or fitness classes.

**Q: Wellness Coaching is not the same as working with a counselor or therapist.**

**A: TRUE.** Priority Health coaches are trained professionals that have passed written and oral exams from a nationally recognized certification organization and are available to help GVSU faculty and staff work toward meeting self-identified goals. A coach is not a licensed therapist and if a situation arises where the coach recognizes they may be out of their scope of practice, will suggest the appropriate referral for the member. Coaches will not make referrals without member consent unless there is reason to believe members may cause harm to themselves or others.

**Q: A wellness coach is a supportive resource in addition to your health care professional, therapist or social worker.**

**A: TRUE.** Working with a coach can supplement any work being done with your health care professional, therapist or social worker.

**Q: Wellness Coaches will tell me what I need to do.**

**A: FALSE.** Wellness coaches ask questions of members, allowing members to identify the best starting point, discussion topics and preferred route for action.

- Your first coaching session: You and your coach will develop personal goals, an action plan and review your health assessment results.
- Additional coaching sessions: You'll work with your coach to review your progress toward your goals, explore and resolve challenges and set your goals for the next session.

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Learn more about how to invest in your wellness to improve your life now and in the future: [www.gvsu.edu/hro/benefitswellness/thrive](http://www.gvsu.edu/hro/benefitswellness/thrive).

# BENEFITS & WELLNESS

[gvsu.edu/hro/benefitswellness](http://gvsu.edu/hro/benefitswellness)



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