

## Scoring the Leading By Example Questionnaire

### Basic Scoring:

Ratings are assigned a number value from 1 to 5; 1 for strongly disagree, 2 for disagree and so forth. Point values should be added and divided by the number of questions, 13, to find the overall LBE score.

### Subscoring:

Certain questions can be grouped and scored to gain a more in depth look at the four factors composing an overall LBE score<sup>1</sup>. Below, the factors and their question components are described. To obtain a factor score, calculate the mean score for each question and use the formulas below.

#### Factor 1: Business alignment with health promotion objectives

- A. Our site health promotion programs are aligned with our business goals.
- B. Our site goals and plans advocate for the improvement of employee health.
- C. Site objectives for health improvement are set annually.

$$\text{Factor 1 Score} = 0.34*A + 0.35*B + 0.31*C$$

#### Factor 2: Awareness of link between health and worker productivity

- A. Site leadership shares information with employees about the effect of employee health on overall business success.
- B. All levels of management are educated regarding the link between employee health and productivity and cost management.
- C. Employees at all levels are educated about the true cost of health care and its effects on business success.
- D. Employees at all levels are educated about the impact a healthy workforce can have on productivity and cost management.

$$\text{Factor 2 Score} = 0.25*A + 0.265*B + 0.235*C + 0.25*D$$

#### Factor 3: Worksite support for health promotion

- A. Our work teams provide support for participation in health promotion programs.
- B. Our health benefits and insurance programs support prevention and health promotion.
- C. This site offers incentives for employees to stay healthy, reduce their high risk behaviors, and/or practice healthy lifestyles.

$$\text{Factor 3 Score} = 0.29*A + 0.33*B + 0.38*C$$

#### Factor 4: Leadership support for health promotion

- A. Our site leadership is committed to health promotion as an important investment in human capital.
- B. Our organization provides our site leadership training on the importance of employee health.
- C. Our leaders view the level of employee health and well-being as one important indicator of the site's business success.

$$\text{Factor 4 Score} = 0.27*A + 0.38*B + 0.35*C$$

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<sup>1</sup> Della LJ, DeJoy DM, Goetzl RZ, Ozminkowski RJ, Wilson MG. Assessing Management Support for Worksite Health Promotion: Psychometric Analysis of the Leading by Example (LBE) Instrument. *American Journal of Health Promotion*. 2008;22:359-367.

### Leading By Example Questionnaire (2008)

Please indicate the extent to which you Disagree or Agree with the following statements.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
Our site health promotion programs are aligned with our business goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our site goals and plans advocate for the improvement of employee health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Site objectives for health improvement are set annually.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Site leadership shares information with employees about the effect of employee health on overall business success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All levels of management are educated regarding the link between employee health and productivity and cost management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees at all levels are educated about the true cost of health care and its effects on business success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees at all levels are educated about the impact a healthy workforce can have on productivity and cost management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our work teams provide support for participation in health promotion programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our health benefits and insurance programs support prevention and health promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This site offers incentives for employees to stay healthy, reduce their high risk behaviors, and/or practice healthy lifestyles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our site leadership is committed to health promotion as an important investment in human capital.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our organization provides our site leadership training on the importance of employee health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our leaders view the level of employee health and well-being as one important indicator of the site's business success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>