



Frequently Asked Questions about The Personal Health Assessment

Q. What is a Personal Health Assessment and why should I take it?

The PHA is an online assessment that asks a series of questions about your everyday health habits and behaviors on a variety of topics including: physical activity, food selection, your health attitude, etc. You will receive valuable feedback about your health and your risk factors, comparisons to US norms and access to information based on your interest and learning style. Evidence shows that this individualized response can increase your awareness of your health needs. Awareness is the first step to making healthy changes that can reduce your risks and improve your quality of life.

Q. Who has access to my PHA information?

The personal health information (PHI) you provide in the PHA remains with a third-party vendor Health Management Services (HMS) that works with ODS. Similar to your other health information, HMS is required by the federal Health Insurance Portability and Accountability Act of 1996 (HIPAA) **to keep your personal information confidential.**

Q. Will my supervisor or manager, know if I completed the PHA?

Your supervisor or manager will only know that you took the assessment if you notify them. No one at LBCC will have access to your personal health information.

Q. How long will the PHA take and can I complete it at work?

The assessment will take 10-15 minutes and you are allowed to do this on work time.

Q. Is there an incentive for taking the PHA?

You will receive a personalized, detailed report regarding your health. As well as a \$5 LBCC food coupon!

Q. What will be done with my answers to the PHA?

As an employer, LBCC will only see a broad picture of employees' health as a group, assuring anonymity of individuals. This information will help LBCC and ODS wellness staff to identify the major health risks in the population and provide evidence-based programs to address the risk. **No personal health information (PHI) will be available to LBCC, only to you, the individual taking the PHA.**

Q. Will the personal health assessment affect my healthcare coverage or premiums?

No. Completing a PHA will not affect your healthcare cost-share or premiums in any way. The information is completely separate from that of medical claims.

Q. How often do I complete a personal health assessment?

As part of the LBCC Wellness pilot, you are encouraged to take the PHA twice. Once this fall, and then again in the spring.

Q. Do I have to take the assessment at my desk?

If you do not feel that you have adequate privacy at your desk you are encouraged to take the assessment from home.

Q. Can any other members of my household take the PHA?

For now, the PHA is only available to LBCC employees.

Q. Who can take the PHA?

This benefit is available for those LBCC employees taking part in the wellness program.

