



## A Study on Preventing Diabetes with Health Coaching

The prevention of diabetes has previously not been studied in a workplace setting. So, beginning in 2014, the team at Atrium Health Employer Solutions set up a 5-year study. With 759 participants, the team studied if incentives and health coaching were key components of glycemic control. All participants in Group A and Group B were eligible to participate in wellness programs via health fairs during the 5-year period.

Group A

617 individuals

Were offered

**MONETARY INCENTIVES**

in the form of

HEALTH INSURANCE PREMIUM REDUCTIONS

Received a letter with

**HEALTH RISK FACTORS**

and

ATRIUM HEALTH EMPLOYER SOLUTIONS  
HEALTH COACHING OVER A 5-YEAR PERIOD

**A1C DECREASED**

from

5.58  
mg/dL

DOWN TO

5.52  
mg/dL

Group B

142 individuals

Received

**NO INCENTIVE**

Received a letter with

**HEALTH RISK FACTORS**

and

A CALL TO ACTION TO SHARE THE RESULTS  
WITH THEIR OWN HEALTHCARE PROVIDER

**A1C INCREASED**

from

5.37  
mg/dL

UP TO

5.58  
mg/dL

We modeled how the health of the employee was anticipated to progress over the 5-year period.

**ACTUAL**

only **24** NEW  
DIABETIC  
PATIENTS  
within 5 years

Health coaching and monetary incentives improved glycemic control over 5 years for Group A, an improvement not observed with Group B.

**ANTICIPATED**

**74** NEW  
DIABETIC  
PATIENTS  
within 5 years

A great majority of Americans with prediabetes (up to 90% of 84 million individuals) are unaware of this condition. It's identification in the workplace could prevent or delay progression to actual diabetes in the workers who are able to make lifestyle choices.