ORGANIZATIONAL READINESS TOOL

HR Family Health Gap Checklist

12 Questions for a More Family-Aware Employee Wellbeing Strategy

This executive checklist is designed for Chief Human Resources Officers, Heads of Total Rewards, Benefits Directors, and People Strategists seeking to evaluate how comprehensively their current employee-health portfolio accounts for the multi-generational family ecosystem.

Why Evaluate Family Health Gaps?

Conventional employee benefits often focus strictly on the individual worker—providing health insurance, gym subsidies, and crisis helplines. However, employees do not operate in domestic isolation.

An important source of ongoing cognitive and practical load arises when family members experience unrecognised sensory, developmental, or ageing-related health challenges. Identifying these gaps allows leadership to introduce preventive support before acute burnout occurs.

How to Complete This Assessment:

1. Review the 12 organisational dimensions detailed on Page 2.
2. For each question, mark whether your organisation currently has this area **Addressed**, **Partially Addressed**, or **Not Yet Addressed**.
3. Review the strategic interpretation guidance on Page 3 to prioritize next steps for your benefits roadmap.

GOVERNANCE NOTE **Non-Clinical Scope**

This document is an organisational readiness checklist intended solely for corporate benefit planning. It does NOT generate a clinical or medical risk score, does NOT assess individual employee health, and does NOT categorise any organisation as "high risk".

The 12-Question Evaluation Matrix

Assess your current employee health & family benefits portfolio across each dimension

EVALUATION DIMENSION & STRATEGIC QUESTION	ADDRESSED	PARTIALLY	NOT YET
1. Family-Care Responsibilities: Do we systematically understand the caregiving demands (childcare and eldercare) affecting our workforce demographics?	☐ Yes	☐ Partial	☐ None
2. Child / Developmental Support: Do our benefits provide resources or developmental surveillance for employees' children (e.g., speech milestones, hearing awareness)?	☐ Yes	☐ Partial	☐ None
3. Hearing & Communication Support: Do we offer voluntary auditory screening and speech-in-noise perception awareness for desk-based or remote knowledge workers?	☐ Yes	☐ Partial	☐ None
4. Maternal & Postpartum Support: Are dedicated resources available to address maternal cognitive fatigue, sleep disruption, and sensory overload post-birth?	☐ Yes	☐ Partial	☐ None
5. Return-to-Work Reintegration: Do we have structured cognitive pacing and reintegration protocols for parents returning from extended maternity or parental leave?	☐ Yes	☐ Partial	☐ None
6. Employee Sensory Wellbeing: Do we address auditory headset listening load, acoustic fatigue, and cognitive recovery in high-intensity engineering environments?	☐ Yes	☐ Partial	☐ None
7. Balance & Mobility Awareness: Do we provide functional awareness regarding vestibular health, dizziness, and postural confidence for employees and family members?	☐ Yes	☐ Partial	☐ None
8. Ageing-Parent Support: Do our health offerings include healthy-ageing resources, fall risk indicators, or cognitive surveillance for employees caring for parents?	☐ Yes	☐ Partial	☐ None
9. Caregiver Navigation Resources: Are practical toolkits available to help working caregivers coordinate specialist appointments and manage domestic care coordination?	☐ Yes	☐ Partial	☐ None
10. Defined Referral Pathways: Are preventive screenings directly connected to verified, qualified external clinical referral networks (audiology, paediatrics, ENT)?	☐ Yes	☐ Partial	☐ None
11. Consent & Data Governance: Does our program clearly define separation between participant-level health information and employer-level aggregated reporting?	☐ Yes	☐ Partial	☐ None
12. Program Monitoring & Review: Do we systematically review participation rates and emerging family-health priorities on an annual basis to refine benefits?	☐ Yes	☐ Partial	☐ None

What Next? Strategic Interpretation

Translating your checklist observations into a practical benefits roadmap

Primarily Addressed

Your organisation possesses progressive wellbeing leadership. Consider formalising these efforts into an integrated preventive neurohealth layer.

Mix of Addressed & Partial

You have promising initiatives that operate in silos. Unifying family pathways can improve utilisation and eliminate benefit gaps.

Multiple Not Yet Addressed

Typical for standard corporate programs. A focused 90-day pilot cohort offers a practical starting point for evaluating workforce needs and program engagement.

NEXT STEP

Request a 15-Minute HR Conversation

If your assessment revealed gaps across child milestones, sensory health, or ageing parents, schedule a confidential briefing with Nexynaptics leadership.

Schedule an HR Conversation

Explore a 90-Day Pilot · corporate.nexynaptics.com · contact@nexynaptics.com

SELECTED REFERENCES

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