

Blue Cross Blue Shield North Dakota  
MyHealth Connections: Wellness Tools

Public Employee Retirement System  
November, 9, 2005

# Goals of Today's Presentation

- Review of Collaborative Care Program through *MyHealth Connections*
- Demonstrate “Wellness” tools currently available through *MyHealth Connections*
- Review integration with other BCBSND member support programs related to “Wellness”
- Offer recommendations for bundling these support services into events that are likely to drive participation

## *MyHealth Connections* program overview

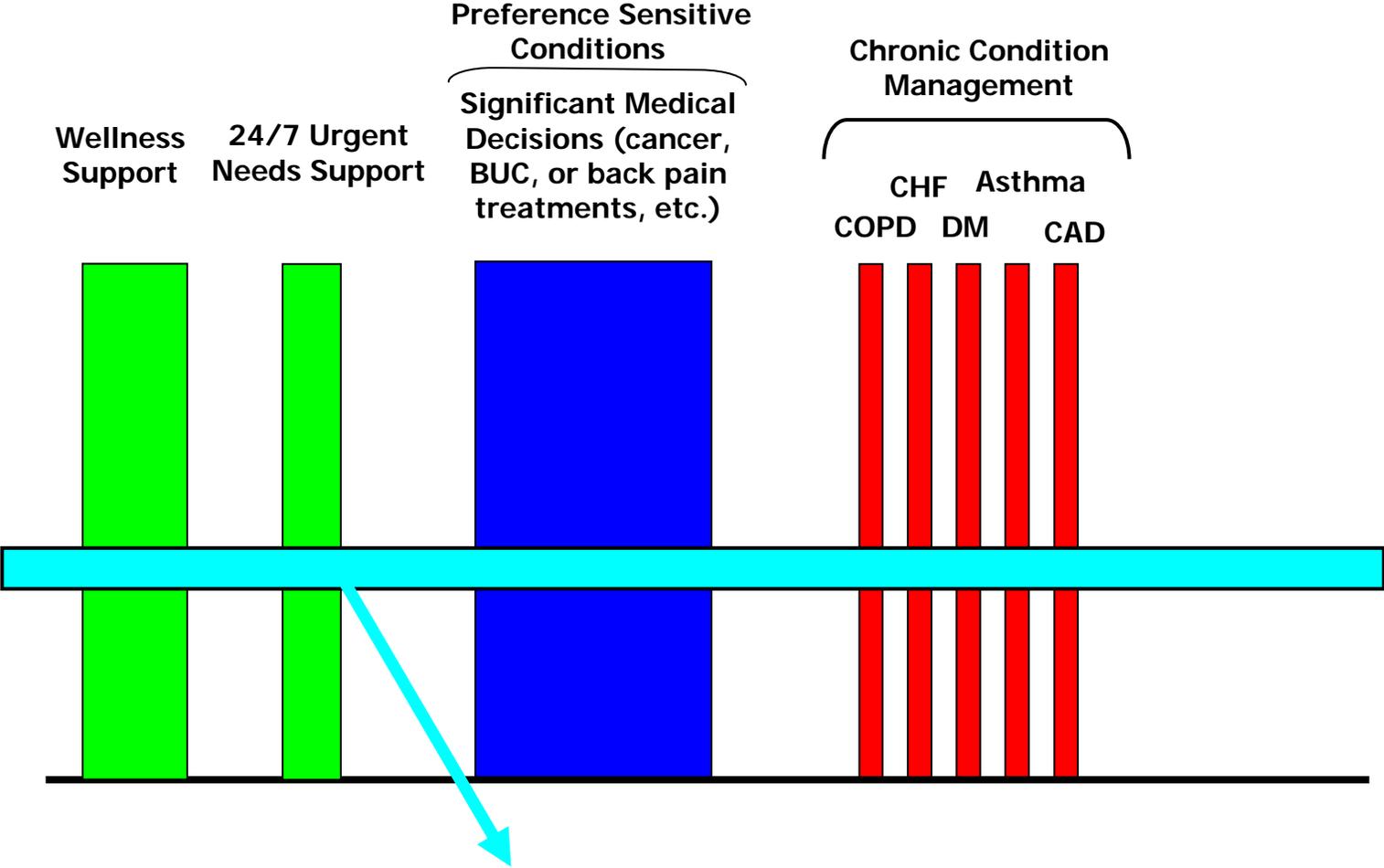
Health Dialog has developed tools and applications that are designed to help individuals engage in healthy behavior and employers build a community that fosters healthy lifestyles

The BCBSND *MyHealth Connections* program is based on a philosophy that:

- Builds relationships and trust,
- Promotes learning and self-reliance,
- Motivates individuals to become more pro-active and confident in all aspects of their health management,
- Focuses resources where they can do the most good, and
- Generates measurable and increasing returns over time.

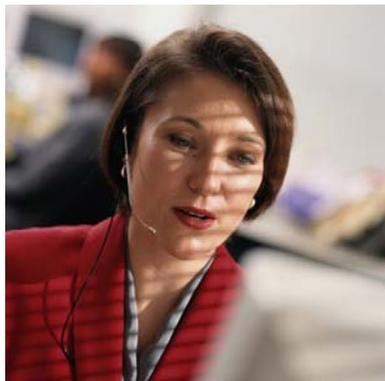
 Health & Wellness tools are based on the same principles

# Employees can talk to Health Coaches across a broad spectrum of healthcare issues



**An integrated solution for Employees and their families**

# Health Coaches use each interaction as an opportunity to teach self-care skills and build self-reliance



- Use motivational interviewing to identify opportunities for change
- Identify barriers and support systems
- Teach self-management and decision making skills
- Review and reinforce the physician care plan
- Support patient/physician communication

5

# World-class decision support content

Healthwise® Knowledgebase: A comprehensive, searchable online encyclopedia covering general and symptom-based health issues to significant and chronic health concerns.

Health CrossroadsSM: A Web site developed in conjunction with the Foundation for Informed Medical Decision Making (The Foundation), that provides unbiased, evidence-based information about significant medical conditions organizes around key decision points.

Shared Decision-Making® video materials: Shared Decision-Making® Videotapes are developed in collaboration with The Foundation. These materials help eligible members work with their providers to make decisions that reflect their values and preferences.

# Tools that reinforce self-reliance

## “How’sYourHealth”: Online Personal Health Assessment (PHA)

Provides important insights into an individual’s health status and behaviors including: chronic conditions, physical and emotional functional status, physical activity, smoking and alcohol use, quality and gaps in care, and self-confidence in managing health.

## Online and offline behavior change modules Health Media behavior change modules:

Available through the Dialog Center that focus on key lifestyle areas including: Smoking Cessation, Nutrition, and Stress Management.

## Symptom Diaries and Medication List:

These records can be shared with a nurse Health Coach and/or printed out to review with a healthcare provider.

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# MyHealth Connections Web Tool- Dialog Center

www.thedialogcenter.com/bcbsnd

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## Welcome to MyHealthConnection

Take advantage of all the Dialog Center has to offer

Use these resources to make informed health decisions:

- [Dialog Room](#) - Health Coach Message Center, Bookmarks from a Health Coach
- [Health Information](#) - Healthwise® Knowledgebase encyclopedia, Health Crossroads<sup>SM</sup> health decision-support Web site, Bookmarks from My Research
- [Health Tools](#) - Health Survey, Symptom Diaries, Medication List
- [Resources](#) - Additional health plan benefits
- [My Profile](#) - Settings and preferences
- [About Dialog Center](#) - Site features, philosophy and purpose

**Quick links:**

- [Health Alert!](#)
- [Health News:](#)
  - [Seasonal Allergies and Asthma](#)
  - [The new food pyramid](#)
- [Contact a Health Coach](#)
- [Bookmarks from a Health Coach](#)
- [Healthwise® Knowledgebase](#)
- [Healthwise® en español](#) **New**
- [Bookmarks from My Research](#)

By checking this box, you grant permission to a Health Coach to view Dialog Center contents and provide you with information relating to your condition.

[Update](#)

**Healthy Choices Extra: When you're feeling SAD**

Some people are invigorated by the beauty of new snow and winter activities such as sledding and ice fishing. Others, however, find the season less than invigorating. Fewer hours of daylight cause sadness, loss of energy, sleepiness and food cravings. Even the healthiest people tend to sleep more during the winter, but if symptoms interfere with relationships or performance at work or school, you may have depression with a seasonal component, often called Seasonal Affective Disorder or SAD. [Want to learn more?](#)

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Easy to navigate tabs and active links

Active links to Health Alerts and the latest Health News

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## Shared Decision-Making<sup>®</sup>



Making important medical decisions is a responsibility you share with your doctor. Be sure your values and preferences are considered when treatment options are evaluated.

The health information resources provided here are unbiased. Use them to become as informed as possible about your area of concern, so that you can have a meaningful dialog with your doctor.

Some information explains the possible benefits and risks of treatment options. Other content is helpful for prevention of illness, complications or recurrence. You'll also find general material about healthy living.



## Health Information

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-  **Healthwise<sup>®</sup> Knowledgebase**  
online encyclopedia of medical information
-  **Health Crossroads<sup>SM</sup> Web modules**  
decision support, treatment options and prevention tips about major **medical conditions**
-  **Bookmarks from My Research**  
links to **information saved by me**
-  **Shared Decision-Making<sup>®</sup> Programs**  
decision support material **available on VHS** tape

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# Dialog Center- Healthwise® Knowledgebase

The screenshot shows the Healthwise Knowledgebase interface. At the top, there is a header with 'Dialog Center' and 'Health Information'. Below this is a search bar with a 'Go' button and a 'Search Tips' link. To the right, there is a 'List Selected Topics' section with links for 'Health Topics', 'Medical Tests', 'Medications', and 'Support Groups'. At the bottom, there is a 'List All Topics A-to-Z' section with a grid of letters and a 'Help' section with links for 'New and Updated Topics' and 'About Healthwise'. The Healthwise logo and copyright information are at the bottom.

Dialog Center <sup>SM</sup> Close this window

Health Information

Healthwise® Knowledgebase BOOKMARK this page BACK to prior page

**Search the Healthwise® Knowledgebase**

Go

[Search Tips](#)

**List All Topics A-to-Z**

Click a letter to see a list of topics beginning with that letter

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#)  
[O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) [\(0-9\)](#)

[Help](#)  
[New and Updated Topics](#)  
[About Healthwise](#)

**healthwise®**  
for every health decision®

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Multiple search options

Multiple search options

# Dialog Center- Healthwise® Knowledgebase

Dialog Center <sup>SM</sup> Close this window

Healthwise® Knowledgebase Health Information

BOOKMARK this page BACK to prior

Go back to... Printer-Friendly

## Quitting Tobacco Use

### Overview

#### How is smoking harmful?

Cigarette smoking is the single most preventable cause of death and disability in the United States. Tobacco use, especially smoking, contributes to more than 430,000 deaths each year.<sup>1</sup> Use these interactive tools to [find your risk of heart attack due to smoking](#) and to [find out how smoking affects your life span](#).

Smoking can harm not only the smoker but also the smoker's family members and coworkers.

- Tobacco use greatly increases a person's risk for many serious health problems, such as heart attack and stroke, [chronic obstructive pulmonary disease](#), [peripheral arterial disease](#), and many cancers (including those of the mouth, throat, esophagus, and lung). Smoking tobacco worsens asthma symptoms and causes shortness of breath. It also causes impotence and infertility.
- A person who smokes increases his or her family members' and coworkers' risk of lung cancer and heart disease because of [secondhand smoke](#). The risk of his or her children dying from [sudden](#)

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New Search

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### Topic Contents

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- [Health Tools](#)
- [Why Do You Use Tobacco?](#)
- [Why Quit?](#)
- [Motivating Yourself or Others to Quit](#)
- [Setting Goals](#)
- [Strategies and Skills for Quitting](#)
- [Maintaining the New Lifestyle](#)
- [Other Places To Get Help](#)
- [Related Information](#)
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Dialog Center <sup>SM</sup> Close this window

Healthwise® Knowledgebase Health Information

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## Healthy Weight

### Overview

#### What is a healthy weight?

A healthy weight is the natural weight you can reach through good eating, regular physical activity, managing stress, and not smoking. Reaching a specific weight is not as important as the lifestyle changes you make to become healthy.

#### Why is a healthy weight important?

Weight is only one component of health. Even if you carry some extra weight, by eating right and getting plenty of physical activity, you'll feel better, have more energy, and reduce your risk of weight-related diseases, such as [coronary artery disease](#), [sleep apnea](#), [type 2 diabetes](#), [high blood pressure](#), and [stroke](#). In fact, you may be healthier than a thin person who eats poorly and isn't physically active.

#### Why is losing weight so hard?

While a diet may help you lose a few pounds quickly, following a restrictive diet long-term is unrealistic and requires extraordinary commitment. Once you stop dieting and exercising, the weight comes back. Some people fall into an unhealthy cycle of losing and gaining weight, which may be harder on the body than just being overweight.

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- [Healthy Eating](#)
- [Physical Activity](#)
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## Setting Goals

Often it is hard to see how you are going to reach a long-term goal, such as becoming and remaining a person who does not smoke. It may help to break a long-term goal down into smaller goals that can be achieved over short periods of time. How quickly you move through the process from smoking to no longer smoking is up to you. The following suggestions may be helpful.

- **Set your goals clearly.** Where do you want to be in terms of your smoking in the next weeks, months, and years? Write down your goals or tell someone what you are trying to do. Goals should include "by when" or "how long" as well as "what." For example: "I will keep a smoking journal for 1 week starting tomorrow."
- **Reward yourself for meeting your goals.** Quitting smoking is a tough process, and each

## Motivating Yourself or Others to Quit

When you are preparing to quit smoking or using other forms of tobacco, it is important to consider the relevance, risks, rewards, roadblocks, and repetition.<sup>1</sup> Keep your focus on why you want to quit.

### Relevance

Just as people start using tobacco products for different reasons, they also have different concerns about tobacco use. What concerns about tobacco use do you have? Do you think you would be better off if you quit using tobacco?

### INTERACTIVE HEALTH

#### >readiness to quit smoking

Not ready	Thinking about it	Preparing	In the process	Have quit
-----------	-------------------	-----------	----------------	-----------

**You are considering quitting smoking.**  
If you are considering quitting smoking, ask yourself these questions:

- Why are you thinking about quitting?
- What might spur you on to the next stage where you prepare to quit?
- What are some good things about the way you are currently trying to change?
- What are some not-so-good things?
- What would be the best result of quitting smoking?
- What are some barriers to quitting smoking?

### INTERACTIVE HEALTH

#### >cost of smoking

Enter your values and then click to calculate.

Average number of cigarettes smoked per day:

\$  for a pack of 20 cigarettes

Number of years you have smoked or intend to smoke:

health crossroads<sup>SM</sup>

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[Home](#)

Select a Condition:

- Back Pain
- Benign Prostatic Hyperplasia
- Breast Cancer
- Colon Cancer
- Coronary Artery Disease
- Osteoarthritis
- Prostate Cancer
- Uterine Conditions

Healthwise<sup>®</sup> Knowledgebase  
Getting the Right Healthcare

Printer-Friendly Version

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## Back Pain

If you have low back pain, you know it can have a powerful effect on your life. Your work, your home life, and your relationships can all be affected.

Although there are no quick fixes for low back pain, treatment can help.

Your choices will depend on your specific situation, and may include exercise, physical therapy, medication, or surgery.

Select a Crossroad:

- Chronic Low Back Pain: Managing Your Pain

Medical Editor

- Steven J. Atlas, MD, MPH

Healthwise<sup>®</sup> Knowledgebase Resources:

- Back Problems and Injuries
- Chronic Pain
- Exercises to Reduce Low Back Pain
- Herniated Disc
- MRI Scan for Low Back Pain
- Spinal Stenosis



I prepared myself mentally to get better. I just didn't know how and when, and those are the two questions that you really preoccupy yourself with the most: how and when.  
-Bernard G.

Decision Support tool for significant medical conditions including Chronic Back Pain

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## Why Health Tools?



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-  **Health Survey**  
take a moment to learn more about your health
-  **Symptom Diaries**  
record your symptoms for any condition
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track all your medications in one place

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## “How’s Your Health?” PHA - differentiating features

Developed by Dr. John Wasson based on Dartmouth COOP Charts and over 20 years of clinical and academic research

Founded on the philosophy of “same page care” where physicians are on the “same-page” with their patients – reinforcing doctor/patient relationship

- reduces medical errors and patient harms
- reduces unwarranted variation
  - more care does not mean better care
  - closing clinical gaps
  - identifying chronic opportunities
- increases time value with patients

Integrated with Health Dialog’s Collaborative Care Program

- included in Health Dialog’s participant facing Web site, the Dialog Center
- Health Coaches review online PHA results with participant

# “How’s Your Health?” differentiating features (cont.)

## Understanding points of need

- Clinician awareness of health problems/issues
  - “How would you rate your doctor or nurse’s explanation of the problem?”
  - “Is your doctor or nurse aware of the problem?”
  - “Treatment has made the problem ...”
- Confidence in managing chronic illness
- Education and Support
  - “How would you rate the information your doctor or nurse gave you about.....
    - [respiratory] “How to adjust medicines for shortness of breath?”
    - [diabetes] “Having your eyes checked?”
    - [heart failure] “Effect of weight and salt...”
  - “How much have your doctors or nurses helped you live with these problems?”

# Health Tools- “How’s Your Health?”

**How’s Your Health Survey**

Section 1

Are you a female or a male?

Male  
 Female

**continue →**

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**How’s Your Health Survey**

Section 2

During the past 4 weeks how much difficulty have you had doing your usual activities or tasks, both inside and outside the house because of your physical or emotional health?

No difficulty at all 

A little bit of difficulty 

Some difficulty 

Much difficulty 

Could not do 

**continue →**

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**How’s Your Health Survey**

Section 3

How often during the PAST FOUR WEEKS have you been bothered by any of the following problems?

	Never	Seldom	Sometimes	Often	Always
Headache	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stomach or abdominal pains	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dizzy spells, tiredness or fatigue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chest pains	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Menstrual or menopausal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eating or weight problems	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skin problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trouble urinating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asthma or breathing problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Joint pains	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Backaches	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trouble sleeping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foot trouble	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**continue →**

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“How’s Your Health?” captures general health and lifestyle risks, motivation around healthy behaviors, support systems etc.

# Health Tools- “How’s Your Health?”

**How's Your Health Survey**

Action Form    My Goals    More Information

**Action Form** Print this page

**What is this page for?** Below is a summary of important issues determined by your survey results. Print this page(s) out and bring it with you on your next doctor visit. There is space on the page for you and your doctor to jot down important items concerning your health.

1 You indicated that you are a Female in the age group 50-69. The Body Mass Index or BMI is a measure of body fat based on height and weight that applies to both adult men and women. **Your BMI is 26.6.** Use the table below to learn what this means for you.

A Body Mass Index of...	Means you are...
Under 18.5	<i>Underweight and at risk for disease</i>
18.5 - 24.9	<i>Considered at a normal weight</i>
25 - 29.9	<i>Considered overweight and at risk of disease</i>
30 or more	<i>Considered obese and at greater risk of disease</i>

2 **Things you're doing well:** Below is a list of some of the important things that you are currently doing to keep yourself healthy and in good physical condition. *Keep up the good work!*

Good Work	Notes / Referrals / Actions to Take
• Daily Activities - No difficulty	
• Feelings - No problems	
• Social Activities - No limitations	
• Pain - No pain	
• Does not smoke	
• Has enough money	
• Had pap test	
• Had breast cancer exam	
• Had mammogram	

Action form is designed to be printed for discussion with health care provider

Captures general health and well-being

# Health Tools- “How’s Your Health?”

**How's Your Health Survey**

Action Form **My Goals** More Information

### My Goals

Print this page

An important step towards improving the management of your health is creating specific health goals. Listed below are the issues you indicated in the "How's Your Health?" survey. Take a few moments to enter in some personal health goals. Print this form out and discuss your goals with your doctor or nurse on your next visit.

Habits	Goals

Prevention	Goals
<ul style="list-style-type: none"> <li>No breast self-exam</li> <li>No education about menopausal hormones</li> </ul>	

Symptoms/Bothers	Goals
<ul style="list-style-type: none"> <li>Eating/Weight/Exercise problems</li> </ul>	

Concerns/Family History	Goals

continue → save exit →

Print this page

This information is not a substitute for medical care or your relationship with your healthcare provider. Do not use this survey to diagnose a health condition. The survey results are designed only to help you evaluate your own health status and to provide you with further resources to help manage your own health. Please discuss any questions or concerns with your doctor.

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“My Goals” feature enables individuals to document their personal goals

Provides links to credible web resources

**How's Your Health Survey**

Action Form My Goals **More Information**

### More Information

Print this page

In case you need more information we have provided links to other helpful and informative articles. These websites will launch in their own window so you won't lose your place in the survey. You can also simply print this page out and enter the Web addresses into your own browser when it's convenient for you.

Exercise and Eating Well	
<ul style="list-style-type: none"> <li>American Dietetic Association</li> <li>Changing your eating behavior</li> <li>Frequently asked questions</li> <li>Healthy weight</li> <li>Physical activity</li> <li>Special issues</li> <li>What is a healthy weight?</li> <li>Where are you now?</li> <li>Why pay attention to your weight?</li> </ul>	<ul style="list-style-type: none"> <li>Center for Food Safety and Applied Nutrition</li> <li>Facts about weight loss diets and programs</li> <li>Healthy eating</li> <li>Optional: Fitness and subpages</li> <li>Preparing for change</li> <li>What affects your weight?</li> <li>What is healthy eating?</li> <li>Why is healthy eating important?</li> </ul>

Health Habits and Health Decisions	
<ul style="list-style-type: none"> <li>American Academy of Dermatology</li> <li>Cancer Care</li> <li>Center for Disease Control</li> <li>CenterWatch Clinical Trials Listing Service</li> <li>Consumer Information Center</li> <li>Food and Drug Administration</li> <li>Johns Hopkins Infectious Diseases</li> <li>Mayo Clinic Health Oasis</li> <li>National Foundation for Infectious Diseases</li> <li>National Library of Medicine</li> <li>The SHADE Foundation</li> <li>U.S. Surgeon General's Family History Initiative</li> </ul>	<ul style="list-style-type: none"> <li>American Dietetic Association</li> <li>Cancer Research Foundation of America</li> <li>Center for Disease Control</li> <li>Combined Health Information Database</li> <li>Dana Farber Cancer Institute</li> <li>Health On the Net Foundation</li> <li>M. D. Anderson Cancer Center</li> <li>National Breast Cancer organization</li> <li>National Institutes of Health</li> <li>National Organization of Rare Disorders, Inc.</li> <li>The Skin Cancer Foundation</li> </ul>

Daily Activities and Managing Limitations	
<ul style="list-style-type: none"> <li>Allergy and Asthma Network Mothers of Asthmatics</li> </ul>	<ul style="list-style-type: none"> <li>American Academy of Allergy, Asthma and</li> </ul>

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take a moment to learn more about your health
-  **Symptom Diaries**  
record your symptoms for any condition
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track all your medications in one place

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# Health Tools- Symptom Diaries

 **Symptom Diaries**

Please select the statement that best describes the back pain you are experiencing:

- My back pain, including pain in the buttocks, does not travel into one or both legs (nonspecific general back pain).
- My back pain travels into one or both legs.

[Continue back pain diary](#)

[Exit and return to Dialog Center](#)

Can choose Symptom Diary topics to include back pain or can create a custom diary

 **Symptom Diaries**

**Back Pain (General)** October 21, 2005

How much have these symptoms bothered you?  
Enter scores, from 0 (doesn't bother me) to 6 (bothers me terribly).

Not  
bothered  
at all
Somewhat  
bothered
Extremely  
bothered

Leg pain (sciatica)?  0  1  2  3  4  5  6

Back or leg pain while sitting?  0  1  2  3  4  5  6

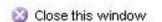
Comment on what affected today's score: exercise, stress... (optional)

gardened all day

[Calculate overall score](#)

[Exit and return to Dialog Center](#)

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 **Symptom Diaries**

**Back Pain (General)** October 21, 2005

**Back Pain (General) Score**  
RED indicates appended comment (refer to lower Left)

0      2      4      6      8      10      12

10/21/2005  
10/21/2005

**Back Pain (General) comments by date (if any)**  
10/21/2005-gardened all day

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Symptom Diaries can be printed and shared with the health care provider

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## Health Tools

-  **Health Survey**  
take a moment to learn more about your health
-  **Symptom Diaries**  
record your symptoms for any condition
-  **Medication List**  
track all your medications in one place

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# Health Tools- Medication Lists

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### Why Health Tools?



Health Tools help you manage your health and health care activities. Sharing a print-out of the contents/results with your doctor can help you have a meaningful dialog together.

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## Health Tools

- Health Survey**  
take a moment to learn more about your health
- Symptom Diaries**  
record your symptoms for any condition
- Medication List**  
track all your medications in one place

[➔ Add new medication](#)

Right here, keep track of all your:

- Over-the-counter (OTC) medications
- Vitamins and supplements
- Prescription medications

My Medications:

Name	Date	Type	Frequency	Dose
<input type="checkbox"/> Centrum	11/16/04	vitamins	Daily	1 tablet
<input type="checkbox"/> Tylenol	10/21/05	over the counter	As needed	2 tablets

[Delete all checked medications.](#)

[➔ Add new medication](#)  
[Print this page](#)

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Keeps track of prescription and over-the-counter medications as well as vitamins and supplements

Can be printed and shared with the health care provider

## Goals of Today's Presentation

- Review of Collaborative Care Program through *MyHealth Connections*
- Demonstrate “Wellness” tools currently available through *MyHealth Connection*
- Review integration with other BCBSND member support programs related to “Wellness”
- Offer recommendations for bundling these support services into events that are likely to drive participation

# BCBSND Support Programs that integrate with *MyHealth Connections*

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## What are the resources?



This section of the Dialog Center features additional information and support available on-line or in your community. These resources are available to help you find the information, guidance, and support you need for all your health issues and concerns.

Listings in this section may change without notice due to new offerings and changes to existing resources.

Check back often to take advantage of all the resources available to you.

## Resources

### Health and Wellness Resources

find additional information about health concerns

**Go BlueCard® Doctor and Hospital Finder**

Use this BlueCard® Doctor and Hospital Finder to find healthcare providers within the U.S., Puerto Rico and U.S. Virgin Islands. You can also get a list of BlueCard Worldwide® Hospitals and Doctors.

### Community Resources

health-related resources in your neighborhood

**Go Prenatal Plus**

Whether you're expecting your first child or your fifth, Blue Cross Blue Shield of North Dakota's (BCBSND) Prenatal Plus program can provide you with valuable information and support. Experts say that seeking prenatal care as early as possible is the most important factor in having a safe pregnancy.

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# Employer-site activities that begin to develop a “wellness culture” and promote participation

## Health Fairs

- On-site health fairs including testing services and promotional displays.

## On-site Screenings

- Finger stick draws for total cholesterol, HDL, glucose, blood pressure, height/weight.

## Promotional Activities

- This includes promotional items for program participation, organizational competitions, health challenges, incentives, raffles, etc.

## Elect Wellness Ambassadors

- Identify individual(s) to develop and promote “wellness” activities; Influences corporate culture