

#### Recognizing Psychological Health and Workforce Well-being

David W. Ballard, PsyD, MBA
Assistant Executive Director
Corporate Relations and Business Strategy
American Psychological Association



#### **Overview**

- The Psychologically Healthy Workplace
- Psychologically Healthy Workplace Practices
- Multi-Level Approach
- Process Orientation
- How Employees Benefit
- How the Organization Benefits
- APA's Psychologically Healthy Workplace Award Program
- Obstacles and Challenges
- Key Success Factors



## **Learning Objectives**

- Understand the link between psychologically healthy workplace practices, employee health and well-being, and organizational performance
- Review the five types of workplace practices that foster a psychologically healthy workplace and examples of each
- ► Learn the key factors that can increase the likelihood of positive outcomes



# Why Focus On Employee Health and Well-Being?

#### **APA Poll Results**

2 out of 3 employees indicate work has significant impact on stress level.

25% of employees report calling in sick as a result of work stress.

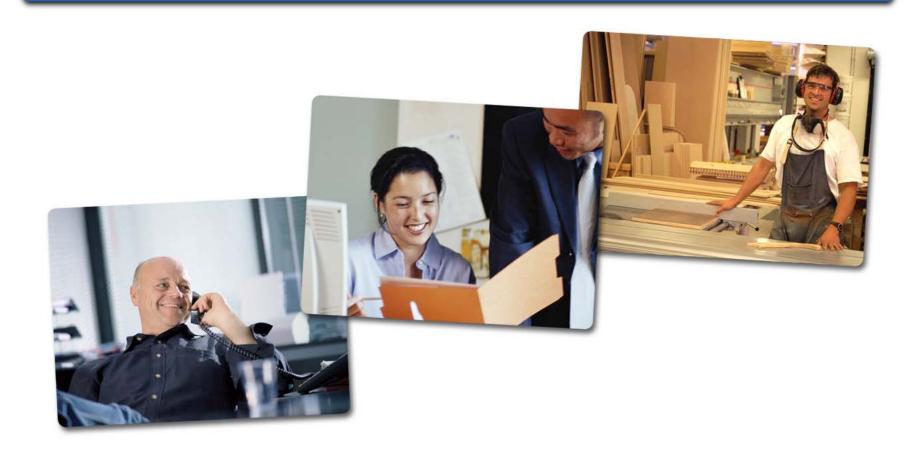


# Why Focus On Employee Health and Well-Being?

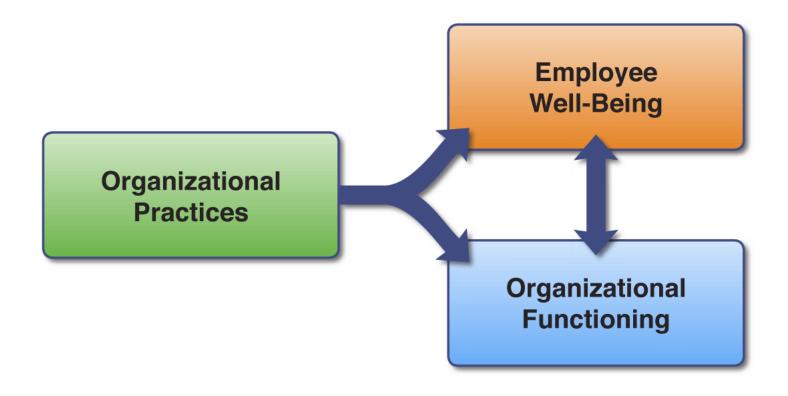
### **Costs of Job Stress**

Job stress is estimated to cost U.S. industry \$300 billion annually.

# **Employees: Your Most Important Asset**



# The Psychologically Healthy Workplace



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# Psychologically Healthy Workplace Practices

- Employee Involvement
- Employee Growth and Development
- Work-Life Balance
- Health and Safety
- Employee Recognition





## **Multi-Level Approach**

- Primary Interventions
  - Address physical or social environment
- Secondary Interventions
  - Help individuals make healthy lifestyle and behavior choices
- ▶ Tertiary Interventions
  - Assist individuals who are experiencing ongoing problems

#### **Process Orientation**

- Comprehensive Assessment
- Custom Tailoring
- Strategic Implementation
- Ongoing Evaluation

# **How Employees Benefit**

- Physical Health
- Mental Health
- Job Satisfaction
- Employee Morale

- Motivation
- Commitment
- Climate
- Stress Management

# **How the Organization Benefits**

- Performance
- Productivity
- Hiring Selectivity
- Product/ServiceQuality
- Customer Service & Satisfaction

- Absenteeism
- Presenteeism
- Turnover
- Accident/Injury Rates
- Healthcare Costs

# The Psychologically Healthy Workplace Awards

#### **State Level**

► PHWA

#### **National Level**

- Best Practices Honors
- National PHWA





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egional Medical Systems • Washington State University Vancouver • Weber Shandwick Louisville • Wedge Community Co-op of Minneapol Markforco a "Mirita on the Edge Inc"

## Obstacles and Challenges

- Not understanding (or misunderstanding) employee needs
- One-size-fits-all mentality
- Lack of attention to both upward and downward communication
- Not involving employees throughout the process
- Lack of support from management
- Ineffective use of metrics
- Fragmented approach



## **Key Success Factors**

- Systems Approach
- Custom Tailored
- ▶ Tied to Mission, Values and Goals
- Senior Manager Commitment
- Employee Involvement
- Effective Communication Mechanisms
- Continuous Improvement

### For More Information...





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