



**Psychologically Healthy
Workplace Awards**



Recognizing Psychological Health and Workforce Well-being

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AMERICAN
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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?

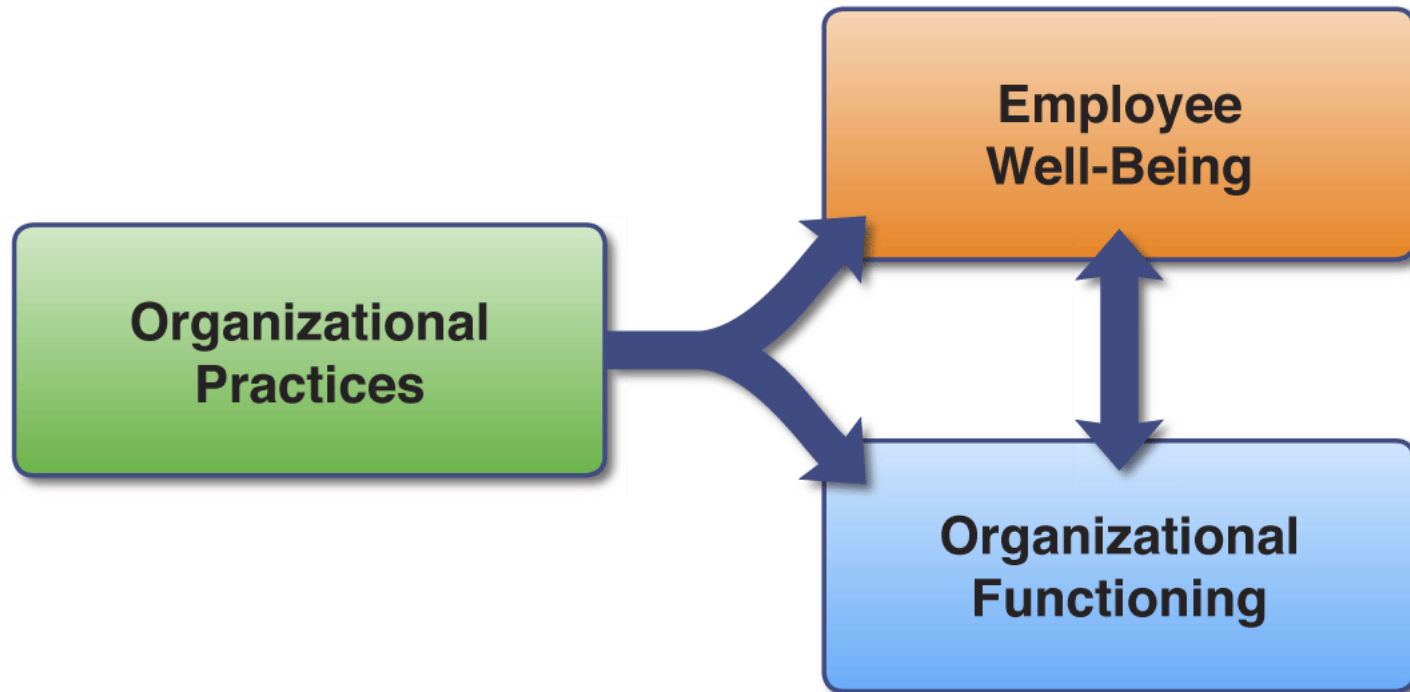
Costs of Job Stress

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

Employees: Your Most Important Asset



The Psychologically Healthy Workplace

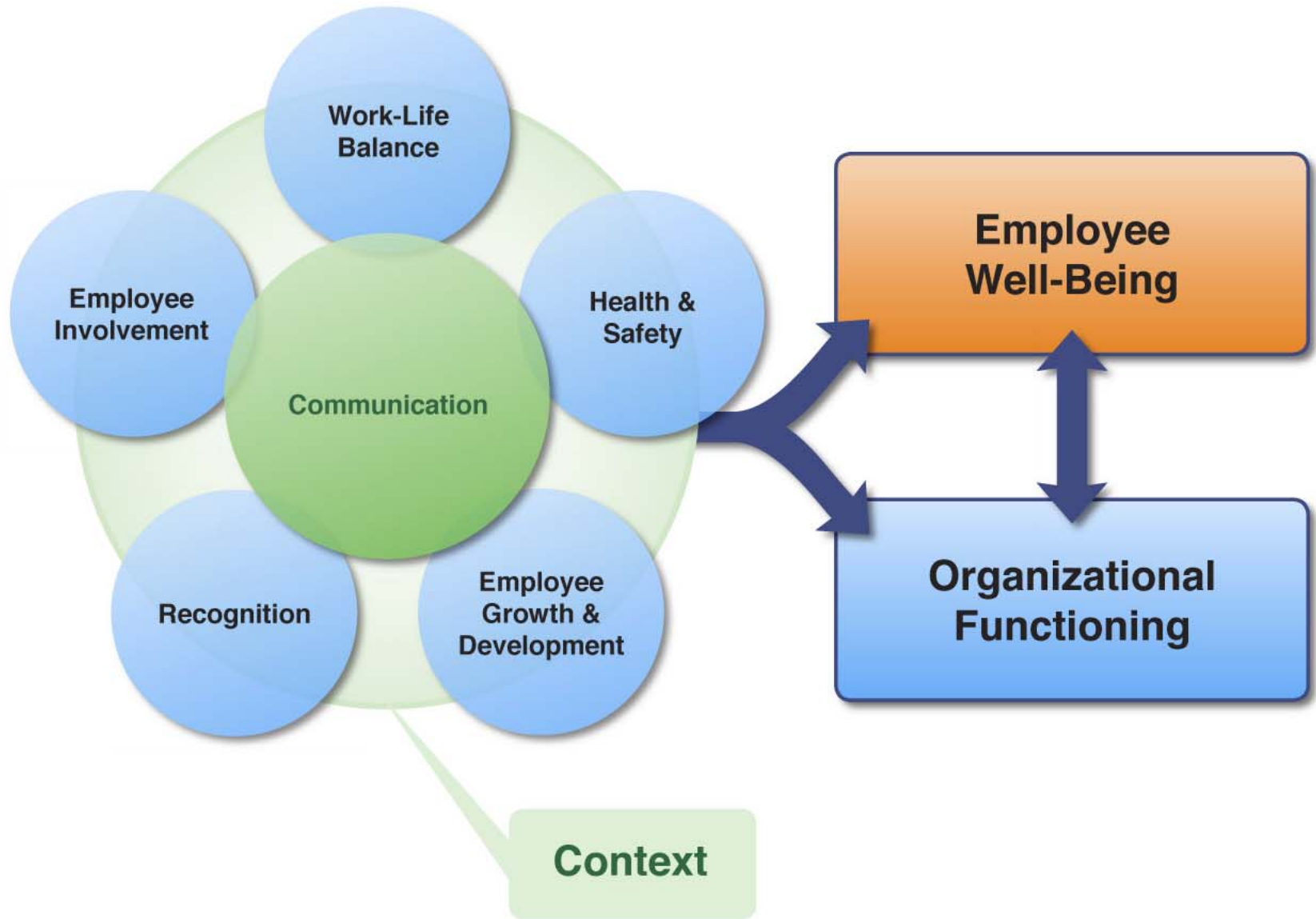


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Psychologically Healthy Workplace Practices

- ▶ 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/Service Quality
- + 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





48 Associations in the U.S. and Canada... and Counting



APA salutes the more than **250**
Psychologically Healthy Workplace Award winners
from individual states, provinces and territories

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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www.phwa.org

