Conceptualizing Well-Being: Definitions, Models & Future Directions

- *Taking An Interdisciplinary View of Employee Health Protection and promotion: A New Source of Traction*
  - Cristina Banks, PhD
  - Sylvia Guendelman, PhD, MSW
  - David Lindeman, PhD
  - Stefano Schiavon, MSc, PhD

- *Issues in Incorporating the Concept of Well-Being in Risk Assessments, Regulations, and Guidance*
  - Paul Schulte, PhD
An Interdisciplinary Model For Creating Healthy Workplaces

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Organizational Context

Organizational Support

Individual Behavior Change

Healthier Employees

Physical Health

Psychological Well-Being

Improved Organizational Outcomes

Productivity

Health-Related Costs

Employee Engagement

Turnover Absenteeism
Organizational Support

- Ergonomic fit
- Personal space
- Employee engagement
- Belonging
- Psychosocial support
- Leadership engagement
- Compensation and benefit policies
- Employee recognition
Individual Behavior Change

- Physical exercise
- Healthy eating
- Amount of time sitting
- Work/life balance
- Substance use/abuse
- Self-care
- Amount of rest, sleep
Organizational Context

Organizational Support

Individual Behavior Change

Physical & Psychological States

Prevention

Promotion

Healthier Employees

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Turnover Absenteeism
How do you improve the health and well-being of employees?

- **Hypothesis:** *Conditions that drive positive physical and psychological states will improve employee health and well-being.*

- **Physical states**
  - Relaxed, rested
  - Physical comfort
  - Absence of chronic pain
  - Energetic

- **Psychological states**
  - Desire for physical activity
  - Personal control
  - Supported, respected
  - Safe, secure
  - Present
  - Happy
  - Sense of accomplishment
What organizational attributes will improve physical and psychological states?

- Leave policies
- Customized air/temp/lighting in workspaces
- Workplace design that promotes physical activity
- Realistic job demands
- Predictable work hours
- Access to customized health and nutritional information
- Access to affordable nutritional food at work
- Ergonomically-appropriate furniture/equipment
- Access to mental health support
- Protection from physical harassment and violence