

Conceptualizing Well-Being: Definitions, Models & Future Directions

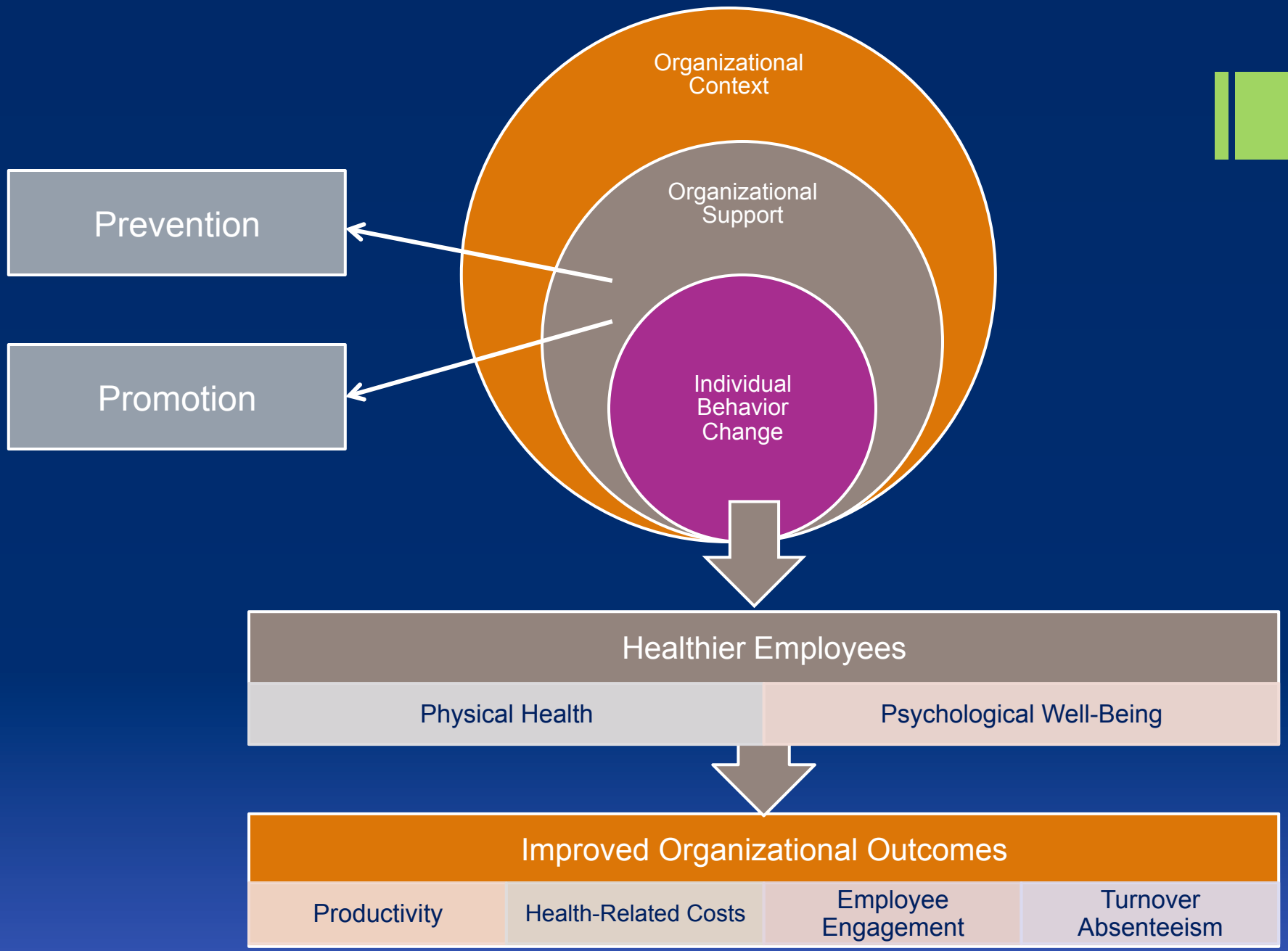
- *Taking An Interdisciplinary View of Employee Health Protection and promotion: A New Source of Traction*
 - Cristina Banks, PhD
 - Sylvia Guendelman, PhD, MSW
 - David Lindeman, PhD
 - Stefano Schiavon, MSc, PhD
- *Issues in Incorporating the Concept of Well-Being in Risk Assessments, Regulations, and Guidance*
 - Paul Schulte, PhD



An Interdisciplinary Model For Creating Healthy Workplaces

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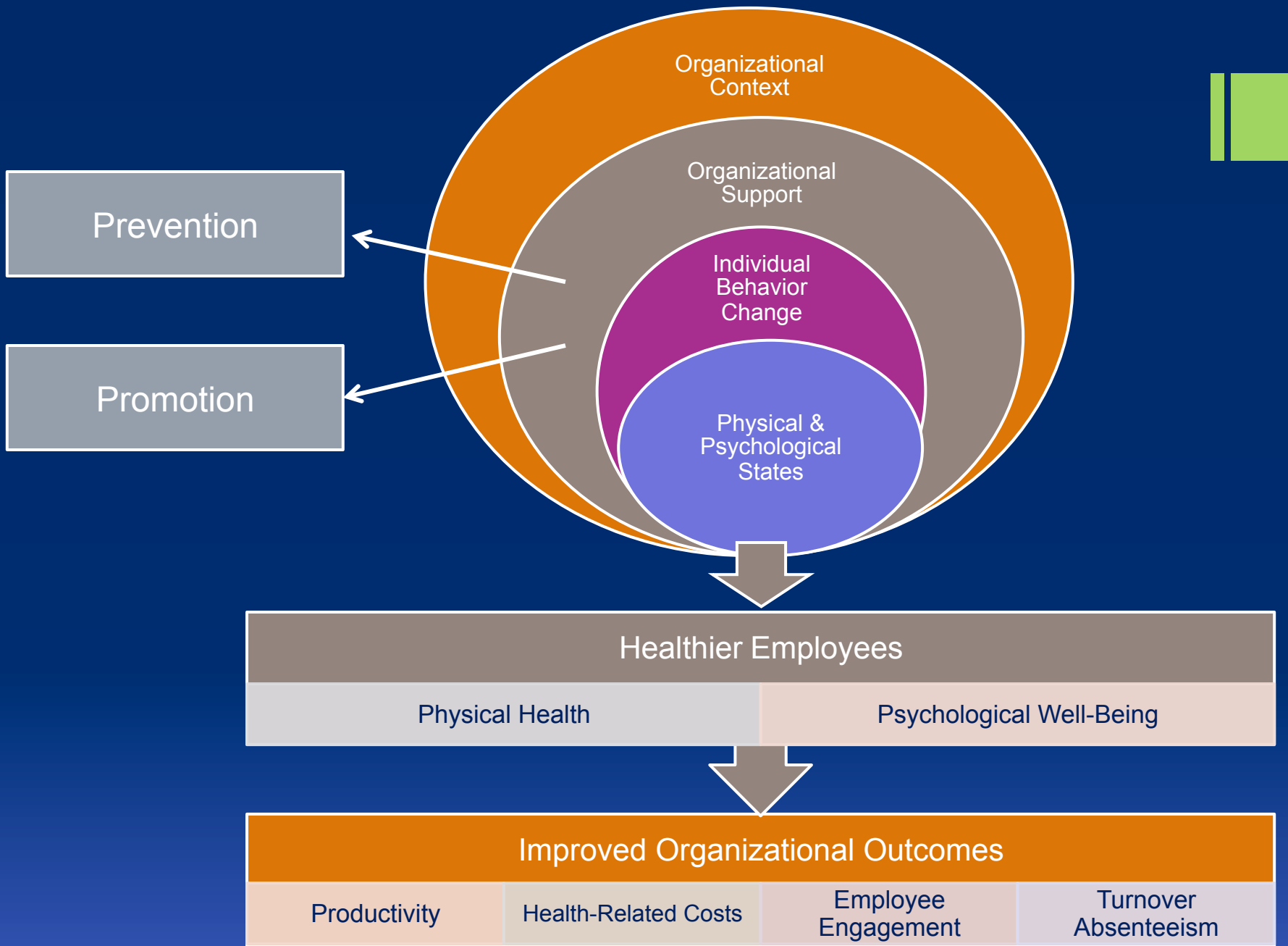


Organizational Support

- 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



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

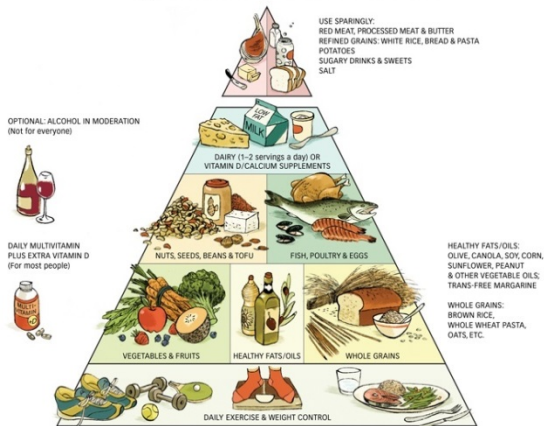
- Hypothesis: *Conditions that drive positive physical and psychological states will improve employee health and well-being.*
 - Physical states
 - Relaxed, rested
 - Physical comfort
 - Absence of chronic pain
 - Energetic
 - Psychological states
 - Desire for physical activity
 - Personal control
 - Supported, respected
 - Safe, secure
 - Present
 - Happy
 - Sense of accomplishment



Click on this image to download a large PDF of the Healthy Eating Pyramid, or scroll down to read more

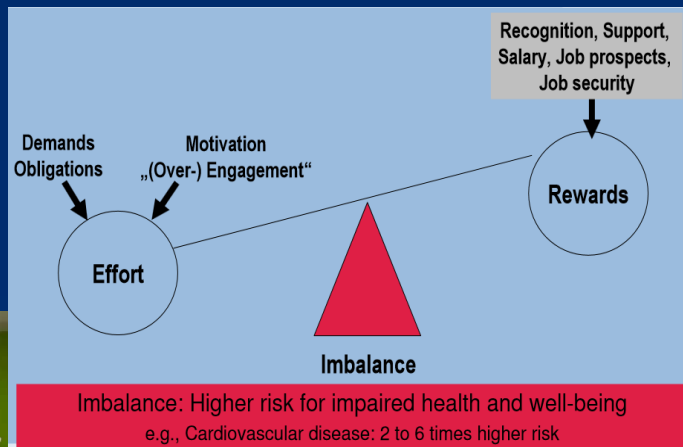
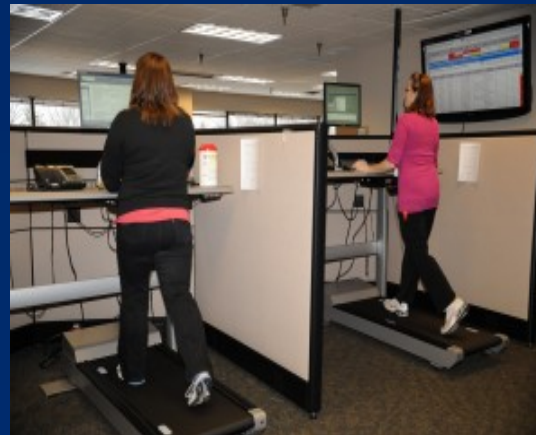
THE HEALTHY EATING PYRAMID

Department of Nutrition, Harvard School of Public Health



For more information about the Healthy Eating Pyramid:
WWW.THE NUTRITION SOURCE.ORG

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 by Walter C. Willet, M.D. and FRISCH, J. Shereff (2005)
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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