

How an Interdisciplinary View of Health and Well-Being is Greater than the Sum of the Parts

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Health and Well-Being

COMPONENTS

- Physical
- Psychological
- Emotional
- Social

...not merely the absence of disease or infirmity



“The Box and everything that happens inside of it.”

- What are the environmental concerns?
- What are the sustainability concerns?
- What are the health & safety concerns?
- What are the well-being concerns?
- Can we address all concerns in the same place? At the same time?



MOTIVATOR FACTORS

- Sense of personal control
- Sense of personal achievement
- Status
- Respect & recognition
- Challenging/stimulating work
- Responsibility
- Opportunity for advancement
- Promotion
- Growth

HYGIENE FACTORS

- Safety rules & protection
- Hazard identification & mitigation
- Elimination of toxins
- Salary/benefits
- Company policy and admin
- Interpersonal relationships
- Quality of supervision
- Job security
- Working conditions
- Work/life balance

FLOURISH

LACK OF HEALTH

Derivative of Herzberg 'Two Factor Theory'



The Berkeley Way Project

- School of Public Health, School of Education, Psychology Department
- One building
- Created from scratch
- 7 stories
- Students, Faculty and Staff
- Two-year build



The Box

- Walls
- Offices
- Open space
- Atrium
- Plumbing
- Stairways
- Corridors
- Doors
- Windows
- Lighting
- HVAC




Everything Inside The Box



- Furniture
- Plants
- Desks
- Partitions
- Computers, sensors, devices, apps
- Wall color
- Play Equipment
- Kitchen/cafeteria
- Gym/Fitness
- Restorative rooms
- Lactation rooms
- Private rooms
- Collaboration centers
- Conference rooms
- Communications



Everything that happens inside The Box



- Company culture
- Leadership style
- Organizational policies
- Performance expectations
- Job design
- Training & development
- Work hours
- Social groups
- Compensation & rewards
- Wellness programs
- Food
- Counseling



How do you decide?



How do you decide?

- What drives employee physical and psychological health and well-being?
- How do you introduce them into the workplace in an integrated, mutually-supportive and internally-consistent way?

What drives employee physical and psychological health and well-being?



How do you introduce them into the workplace in an integrated, mutually-supportive and internally-consistent way?





INTEGRATION:

Focus on the Employee's Internal States



PHYSICAL

- Rested, relaxed
- Physical comfort
- Steady energy levels
- Calm
- Well-nourished
- Energized
- Physically active
- Absence of pain, managed

PSYCHOLOGICAL

- Sense of control
- Respected, supported
- Socially connected
- Free from harm, injury
- Happy, satisfied
- Present, work ready
- Sense of accomplishment
- Sense of fairness/equity
- Safe, secure
- Compatibility with company values

Link Between Physical/Psychological States and Organizational Attributes

Physical & Psychological States

- Respect
- Accomplishment
- Equity/fairness
- Present, ready to work
- Control
- Physical activity
- Happy, positive

Physical States

- Rested, relaxed
- Comfortable
- Safe, secure
- Absence of pain

Organization Attributes

- Pay + leave policies
- Relationships
- Ombudsman
- Clinics
- Mental health access
- Teamwork
- Attractive office design
- Ergo furniture
- Good food
- Limited work hours
- Safeguards
- Open staircases





Exercise: Linking Internal States to Organizational Attributes

- Complete survey
- Report results





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

USE SPARINGLY:
RED MEAT, PROCESSED MEAT & BUTTER
REFINED GRAINS, WHITE RICE, BREAD & PASTA
POTATOES
SUGARY DRINKS & SWEETS
SALT

OPTIONAL: ALCOHOL IN MODERATION
(Not for everyone)

DAILY MULTIVITAMIN PLUS EXTRA VITAMIN D
(if most people)

DAILY EXERCISE & WEIGHT CONTROL

DAIRY (1-2 servings & day) OR
VITAMIN D/CALCIUM SUPPLEMENTS

NUTS, SEEDS, BEANS & TOFU **FISH, POULTRY & EGGS**

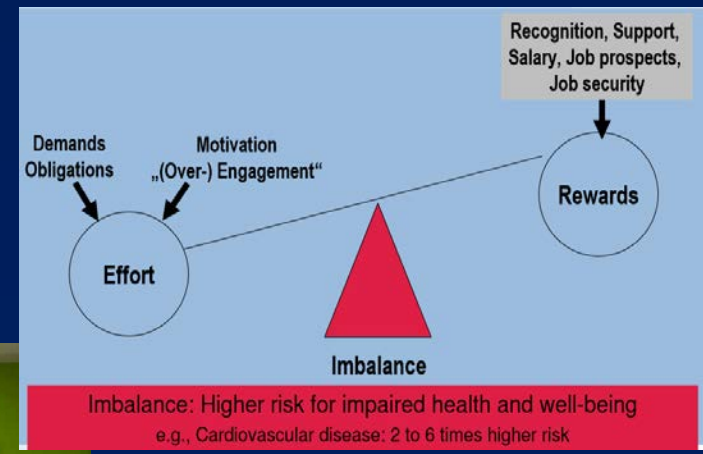
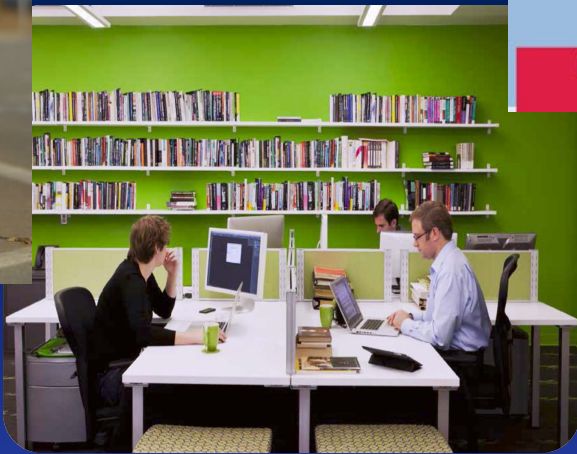
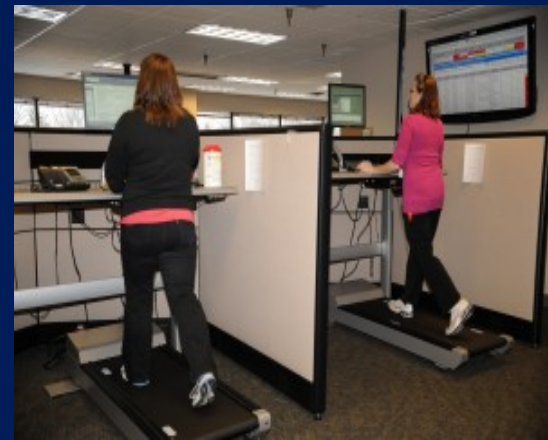
HEALTHY FATS/OILS:
OLIVE, CANOLA, SOY, CORN,
SUNFLOWER, PEANUT,
& OTHER VEGETABLE OILS;
TRANS-FREE MARGARINE

WHOLE GRAINS:
BROWN RICE,
WHOLE WHEAT PASTA,
OATS, ETC.

VEGETABLES & FRUITS **HEALTHY FATS/OILS** **WHOLE GRAINS**

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

Eat, Drink, and Be Healthy
by Walter C. Willet, M.D., and Patricia L. Stewart (2005)
Free Press/Simon & Schuster Inc.





Shelter



Productivity



Identity



Justice

THE HEALTHY WORKPLACE



Health



Comfort



Community



Spirituality



ORGANIZATIONAL CONTEXT

ORGANIZATIONAL SUPPORT

BEHAVIOR CHANGE

ORGANIZATIONAL LIFE-CYCLE

start-up vs. mature

hierarchical vs. flat

DEMOGRAPHICS

inter-generational

aging workforce

SOCIO-POLITICAL CONTEXT

diversity

country culture

BASELINE FACTORS

physical environment

healthy food

ergonomic fit

job/role design

MOTIVATION FACTORS

leadership engagement

work/life fit

personal development

culture/values

PSYCHO-SOCIAL SUPPORT

performance management

rewards/recognitions

BELONGING

team building

community involvement

ENGAGEMENT

employee-oriented programs

task forces

autonomy