An Integrated Approach to Healthy Workplaces

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Organizational Context

Organizational Support

Individual Behavior Change

Physical and Psychological States

Healthy Employees

Improved Personal and Organizational Outcomes

Organizational and Societal Sustainability

Prevention

Mitigation

Promotion

Organizational and Societal Sustainability
Comfort

- Meaning/Purpose
- Engaged/Accomplishment
- Positive Emotions
- Autonomy
- Competence/Mastery
- Engaged/Accomplishment
- Belonging/Social Connection
- Personal Growth
- Safety
- Physical WB/Vitality
Connection

- Personal Growth
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- Positive Emotions
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I CHW

DO NOT DISTRIBUTE WITHOUT PERMISSION
Equity
Flexibility
Predictability

- Meaning/Purpose
- Autonomy
- Engaged/Accomplishment
- Positive Emotions
- Competence/Mastery
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Property of ICHW
DO NOT DISTRIBUTE WITHOUT PERMISSION
Privacy

Meaning/Purpose
Engaged/Accomplishment
Positive Emotions
Competence/Mastery
Belonging/Social Connection
Safety
Personal Growth
Physical WB/Vitality
Autonomy
Engaged/Accomplishment
**Assessment Tool**
- Privacy
- Flexibility
- Predictability
- Equity
- Comfort
- Connection
- Safety

**Hot Spots**
- Harsh or Low Lighting
- Extreme Temperature
- Noise Pollution
- Safety
- Access to Healthy Food
- Social Isolation
- Organizational Policies
- Workspace Design
- Uncomfortable Furniture

**Facilities Mgmt Inventory**
1. --
2. --
3. --
4. --

**HR Inventory**
1. --
2. --
3. --
4. --

**Ergonomics Inventory**
1. --
2. --
3. --
4. --

**Intervention**
- Introduce living plants
- Create plug&play workstations in quiet zones
- Devices to spread natural light
- Introduce healthy food vending machines
- Convene task force to create social interest group
- Introduce sit/stand desks
- Swap furniture for ergo-comfortable seating
Assessment Tool

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