

Health and Wellness: *What's COVID got to do with it?*

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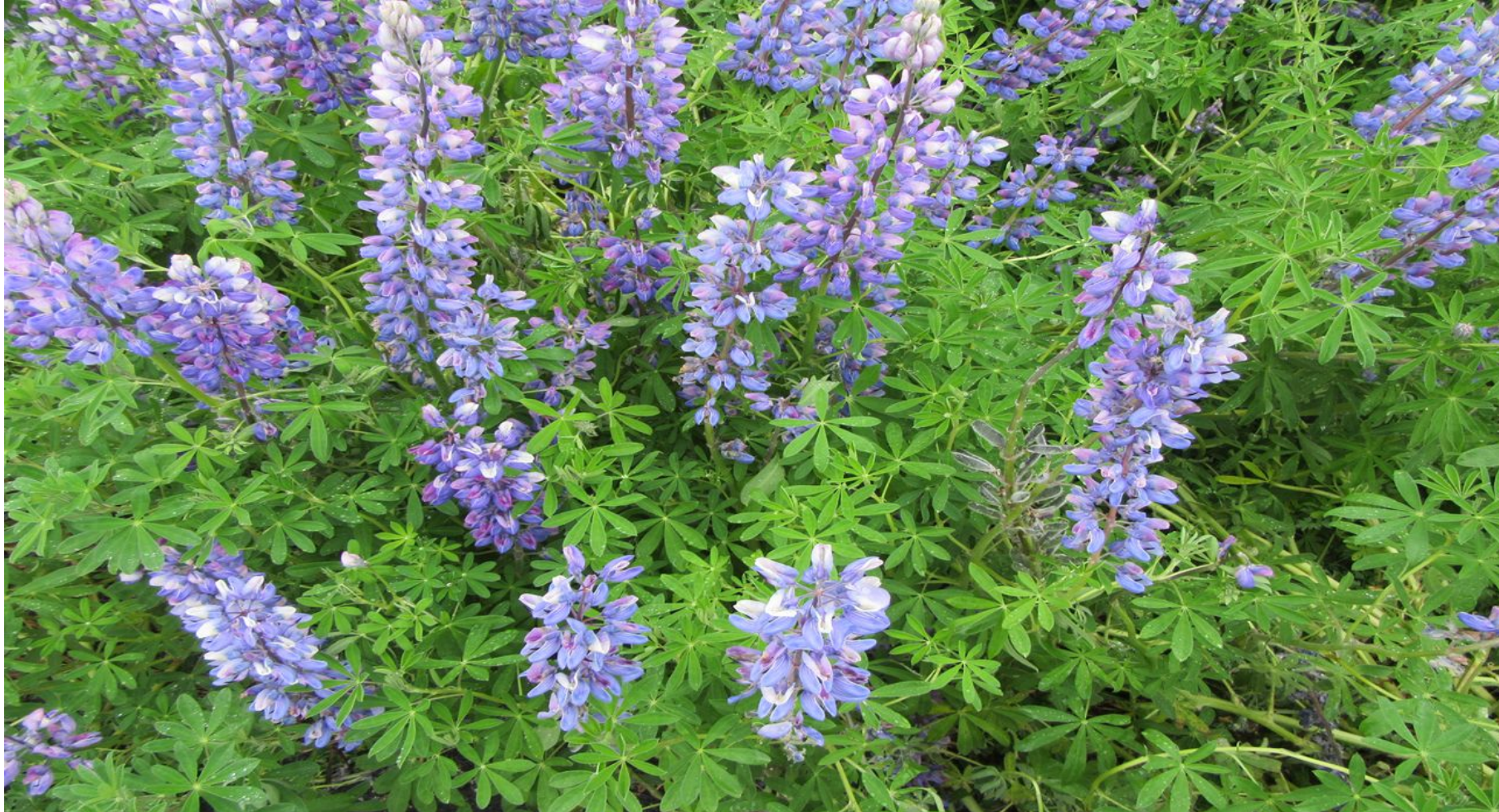
Interdisciplinary Center for Healthy Workplaces

University of California, Berkeley

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Health, Safety, Well-Being, and Productivity



Your body responds...

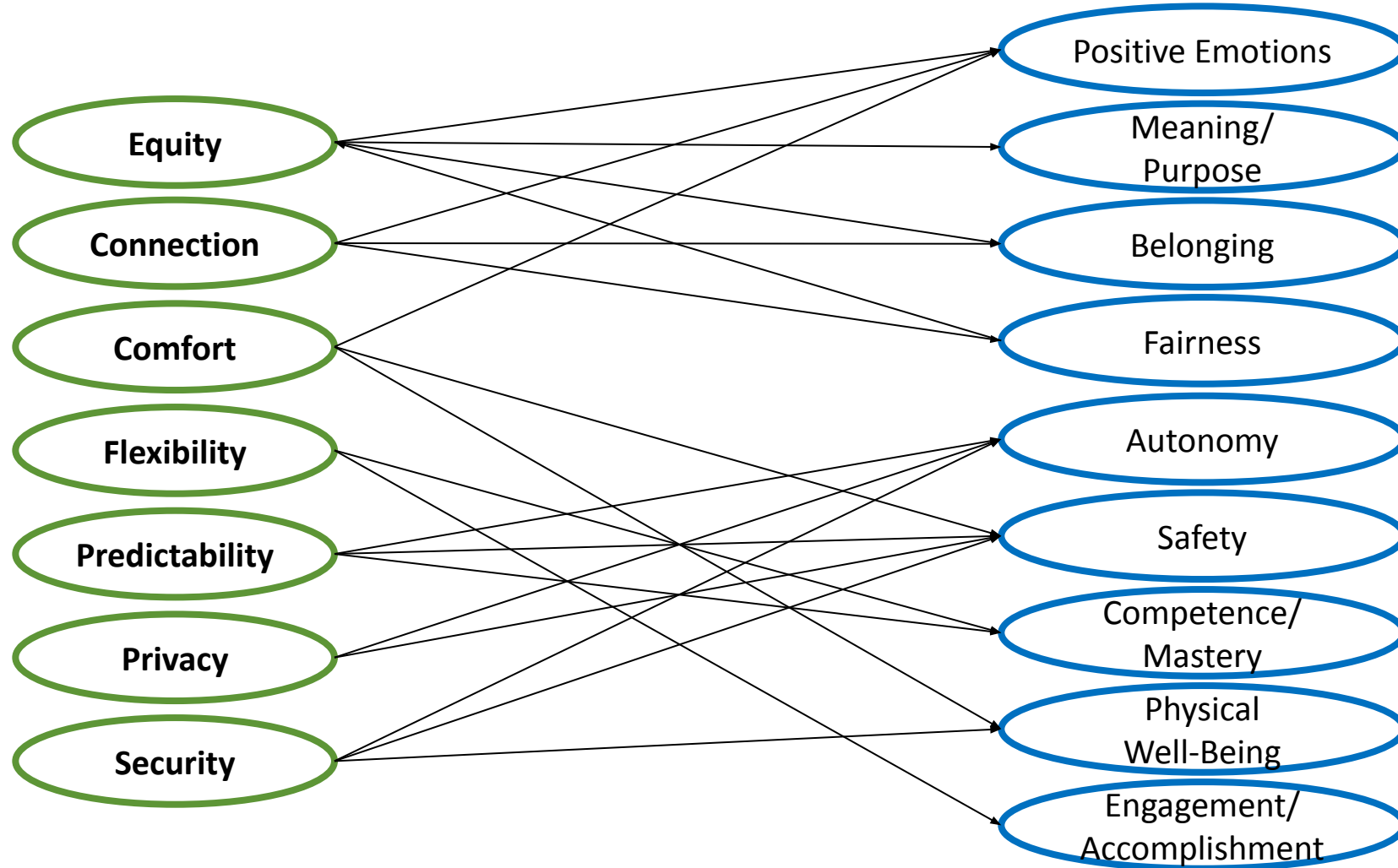
Outcome	Regulatory Factors	Target
Sleep	Light hitting receptors on the retina, releasing glutamate in the brain	Melatonin
Sensorimotor & cognitive processing	Stimulation of sensorimotor and cognitive areas of the cortex	Acetylcholine
Pleasure, desire, social engagement	Experience of positive valence factors which stimulate rewarding and reinforcing behaviors	Dopamine
Memory, judgment, decision-making	Stimulation of the hippocampus, amygdala, neocortex, and prefrontal cortex	Acetylcholine, Glutamate, Epinephrine, Opioid peptides
Affiliation, attachment, & communication	Stimulation of the hypothalamus which increases eye contact, trust, social support, and interpretation of facial expressions	Oxytocin
Fear, anxiety, frustration, & loss	Experience of negative valence factors which trigger sympathetic nervous system resulting in stress responses, mood disorders, immune dysfunction, dementia risk	Cortisol Epinephrine

Our Core Needs—The Basis for Health & Well-Being

- A sense of *autonomy*
- Affirmation of personal *competence*
- A feeling of *accomplishment*
- *Meaning and purpose* to their work
- A sense of *belonging & social connection*
- *Fairness* in treatment
- *Physical and psychological safety* in the environment
- An experience of *positive emotions*

Maslach, C., and Banks, C.G. (2017). Psychological connections with work. In C. Cooper & M.P. Leiter (Eds.), *Routledge companion to wellbeing and work*. NY: Routledge, 37-54.

How do we design for need satisfaction?

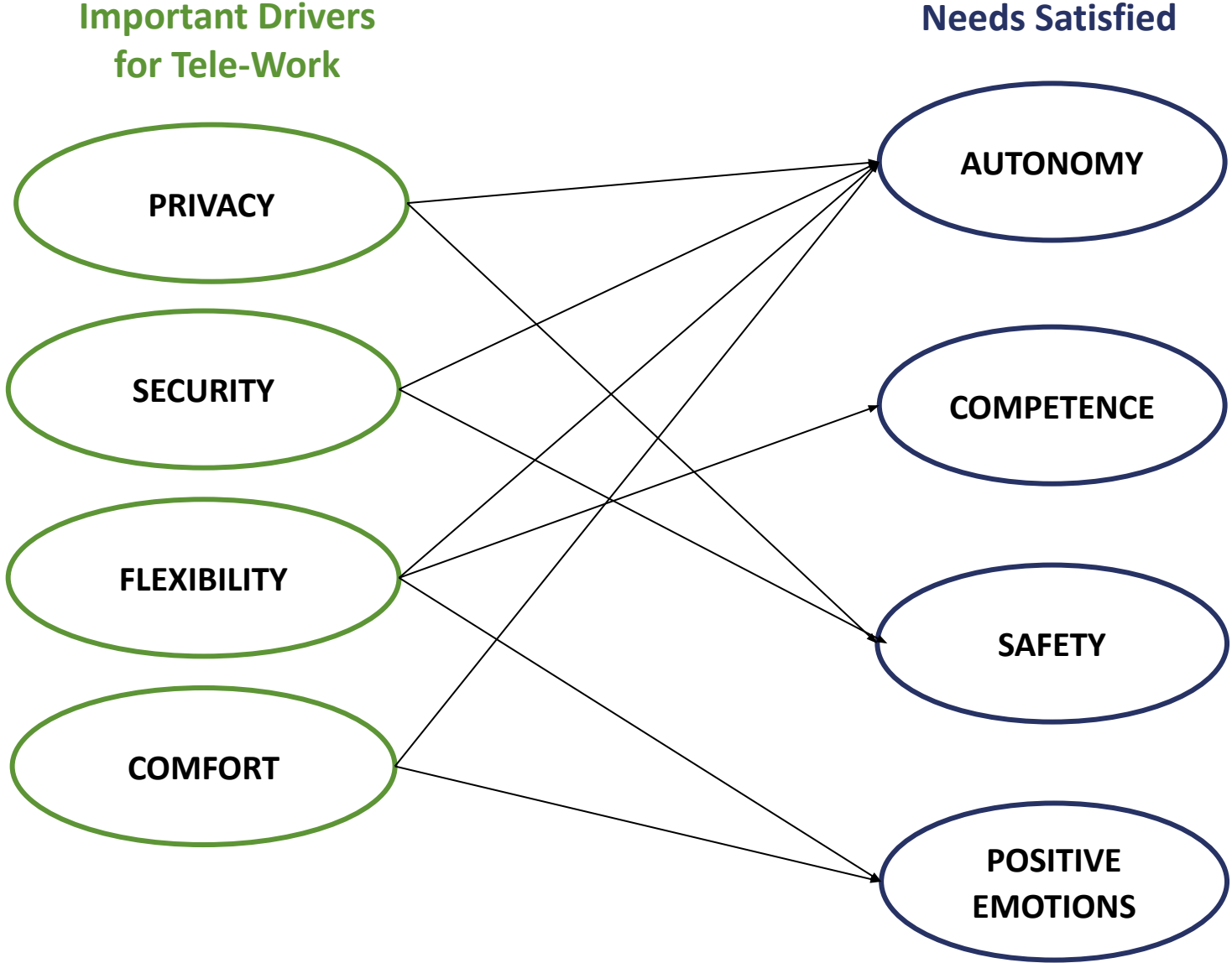


What's COVID got to do with it?

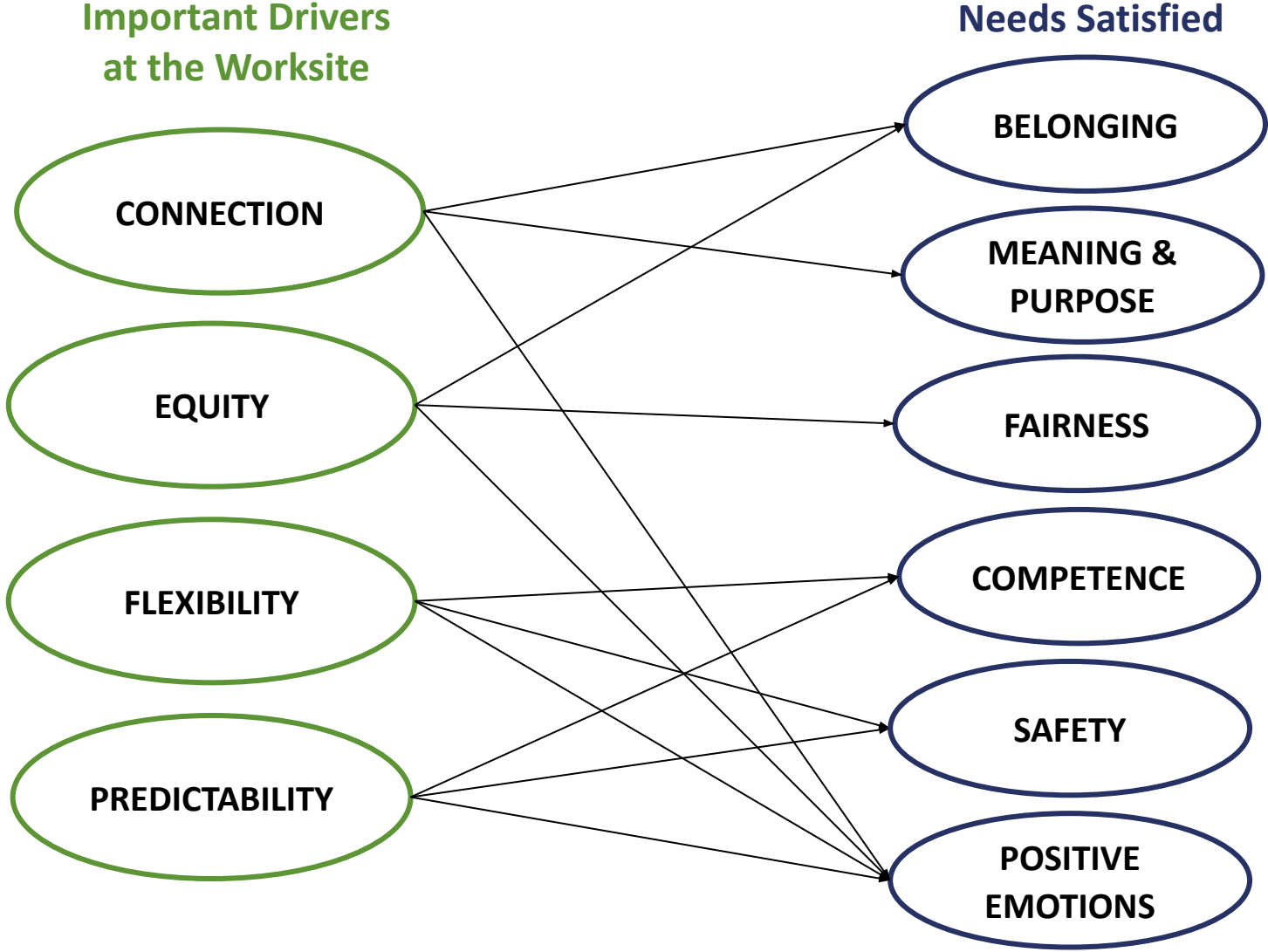
- Our view of work pre-COVID
- Our behavior during COVID
- Our expectations post-COVID

The calculus has changed.

What needs are satisfied working from home?



What needs are satisfied at the worksite?



What Matters in the Physical Environment

- Daylight
- Fresh air
- Maximum exchange ventilation
- Control over temperature
- Full-spectrum lighting
- Acoustic privacy
- Visual privacy
- Biophilic interiors/exterior
- Bright, unsaturated colors
- Ergonomically-fit furniture
- Physical movement
- Optional work spaces
- Reliable technology
- Private, restorative space
- Access to healthy snacks
- Low occupant density
- Touchless controls
- Cleaning protocols

What Matters in the Psychological Environment

- Employee participation in decision-making
- Control over when and where to work
- Policies supporting work-life balance
- Alternative work arrangements
- Safety policies and training
- Employee growth and development opportunities
- Employee recognition
- Fairness policies and fair treatment
- Compliance with employment laws
- Compliance with OSHA laws
- Compliance with wage and hour laws
- Paid sick leave
- A living wage

What you can do:

1. Audit your own work environment—what is working for you and what isn't?
2. Which drivers can provide the most need satisfaction? What are ways the driver can be operationalized to provide more need satisfaction?
3. What conversations can you have with supervisors and staff to create more health and wellness in your work environment?

Thank you!

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Built to Thrive: How to Build the Best Workplaces for Health, Well-Being, and Productivity. ICHW, September 2019.

<https://berkeleycoeh.catalog.instructure.com/browse/ichw/courses/built-to-thrive-book-and-community>