 A BETTER WAY to invest in employee health

# Elements of a Psychologically Healthy School Workplace

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# Objectives

- What are we focusing on today?
  - School environments that...
    1. Promote and protect employee emotional & psychological health
    2. Promote and sustain business performance
  
- Not focusing on...
  - Health plan or EAP service design or EAP vendors
  - Psychological – i.e. individual employee – variables or issues
  - Program evaluation
  - Leadership development
  - Organizational culture change
  
- What else do you want to touch on?





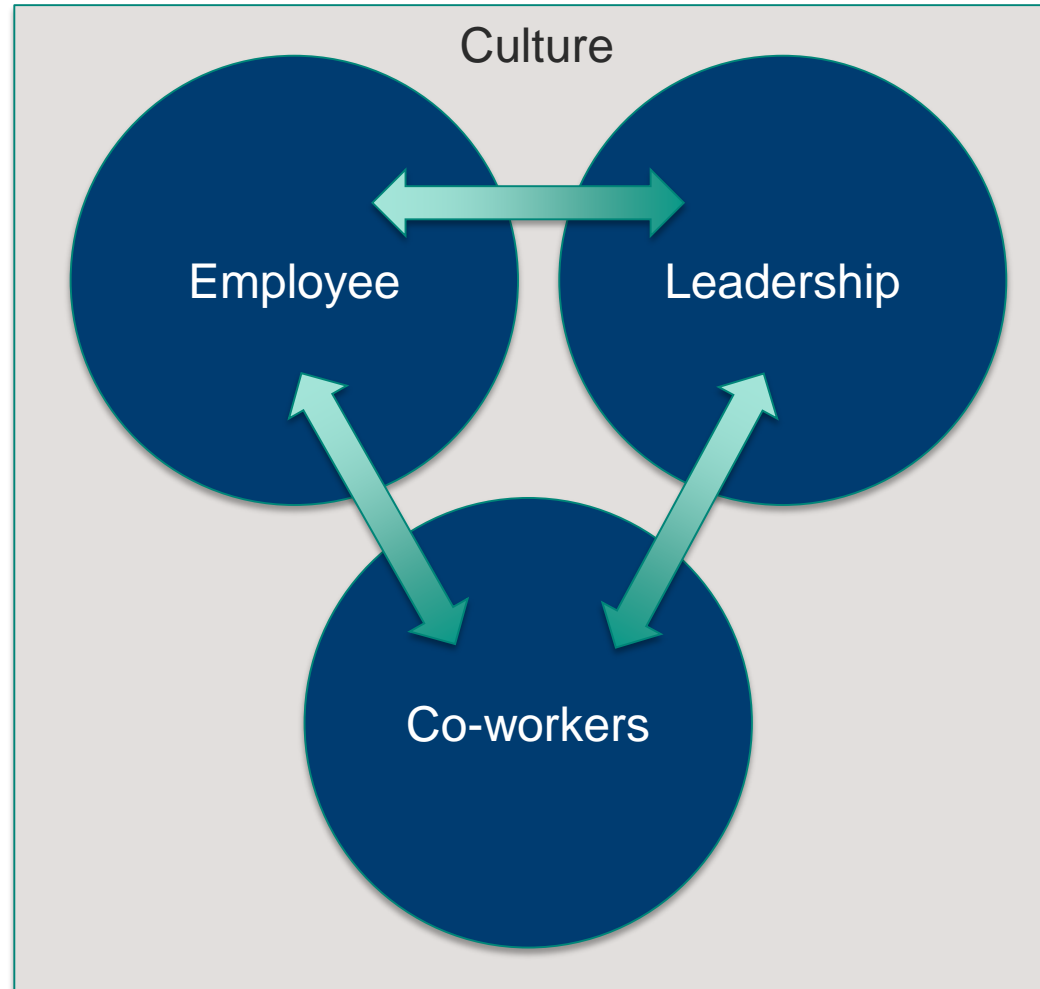
# Defining “emotional well-being” (EWB)

- “High” EWB = resilience
  - The ability to “bounce back” from adversity and stress
  - Cope with adversity and difficult situations
  - Maintain a positive outlook with demands of everyday life
  - Feel empowered
  - Not happiness or a lack of stress
  
- “Poor” EWB = at risk
  - Higher risk of developing MH/SA symptoms or exacerbate disorders already present
  - Higher risk of physical health issues



# Employee EWB & the workplace

*Which is most “manifest” in your organization? (e.g. explicit, obvious)*



*Which is most “latent” in your organization? (e.g. implicit, proxies)*



# Defining the “psychologically healthy workplace” (PHW)?

- American Psychological Association:  
*“A psychologically healthy workplace fosters employee health and well-being while enhancing organizational performance and productivity.”*
- Canadian Center for Occupational Health and Safety:  
*“A psychologically healthy and safe workplace is one that promotes employees’ psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts.”*





# Why should we care?

## Poor Attention to PHW:

- More likely to develop new or exacerbate existing symptoms, both medical & psychological
- Impede efforts toward effective treatment and rehabilitation

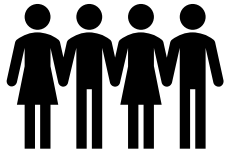
## Explicit attention to PHW:

- Reduces the onset, severity, impact and duration of mental disorders.
- Increased employee health, productivity, and engagement

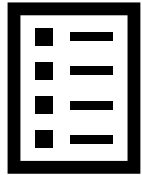




# Types of organizational interventions



- Psychological – individual employees;
  - e.g. resilience training, emotional wellbeing



- Environmental – business climate, industry, “current events”;
  - e.g. business strategy, communications

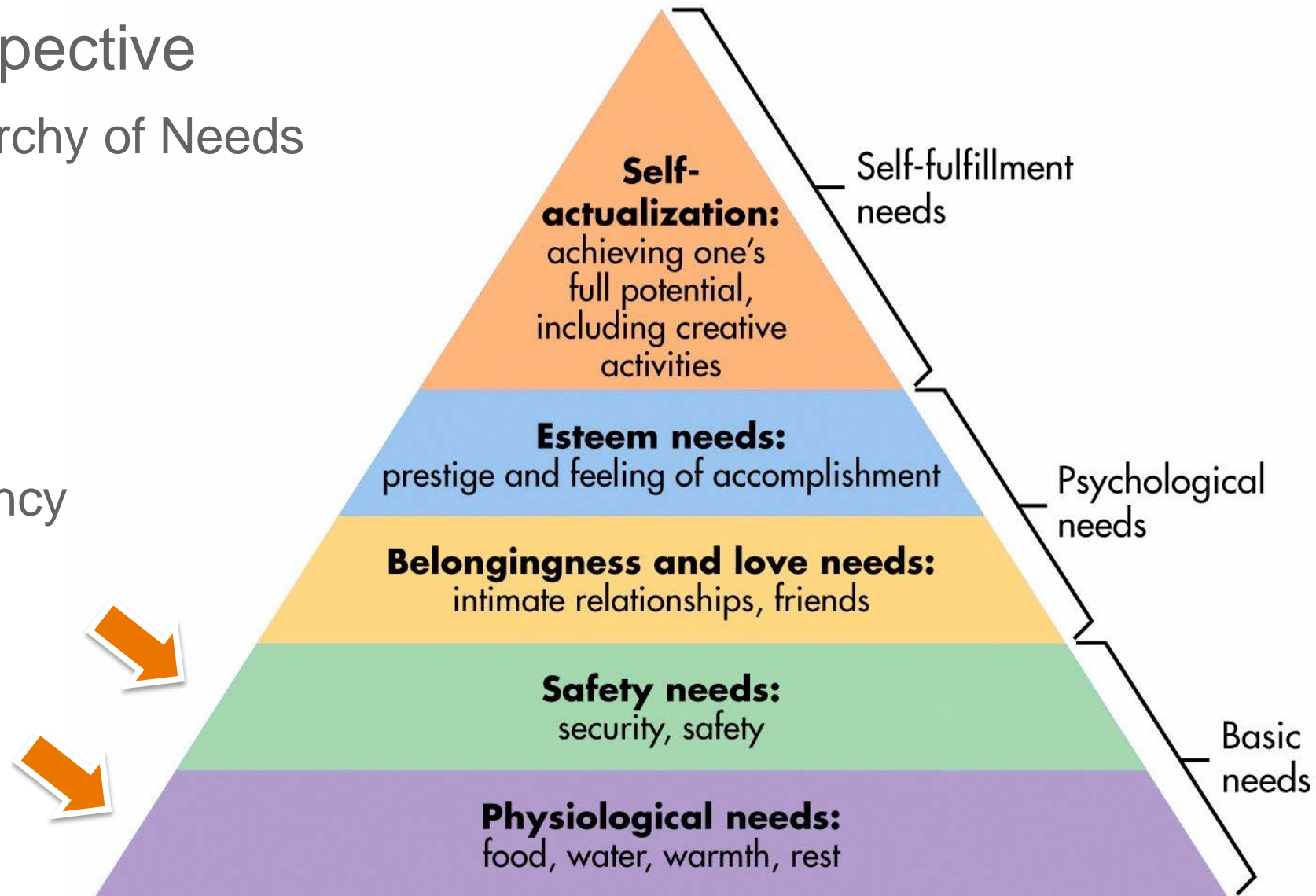


- Psychosocial – organizational culture
  - e.g. leadership, ability to speak up, what’s explicitly and implicitly encouraged and reinforced



## PHW – another perspective

- Maslow (1943) – Hierarchy of Needs
- Safety first!
  - Business solvency
  - Industry chaos
  - Leadership competency
  - Poor communication
  - Unchecked incivility
  - M&A
  - Re-structure







# Characteristics of a “psychologically healthy workplace”

- Psychological Support
- Organizational Culture
- Clear Leadership & Expectations
- Civility & Respect
- Psychological Competencies & Requirements
- Growth & Development
- Recognition & Reward
- Involvement & Influence
- Workload Management
- Engagement
- Balance
- Psychological Protection
- Protection of Physical Safety

Resources + Communication

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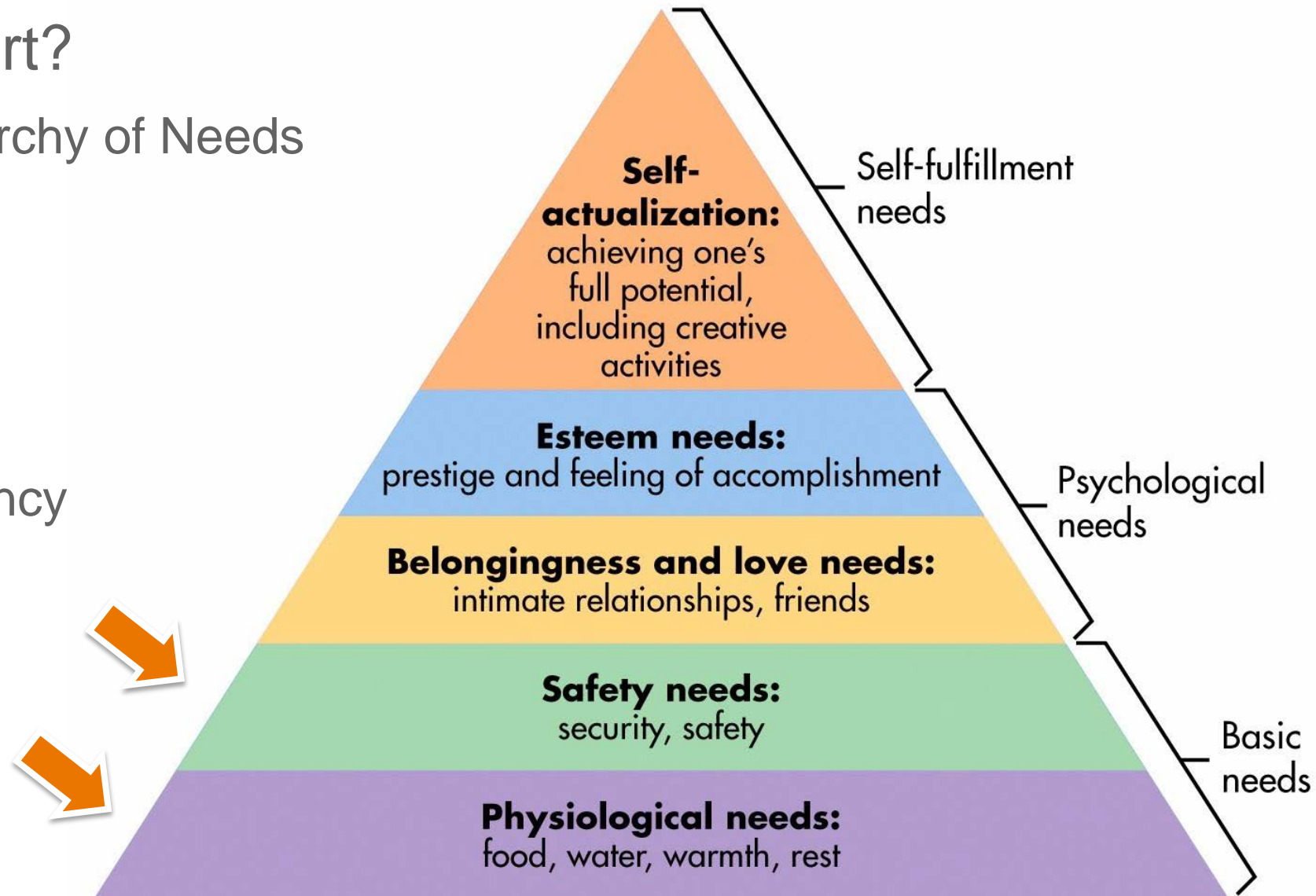
Organizational Culture/Leadership

**==** Impact



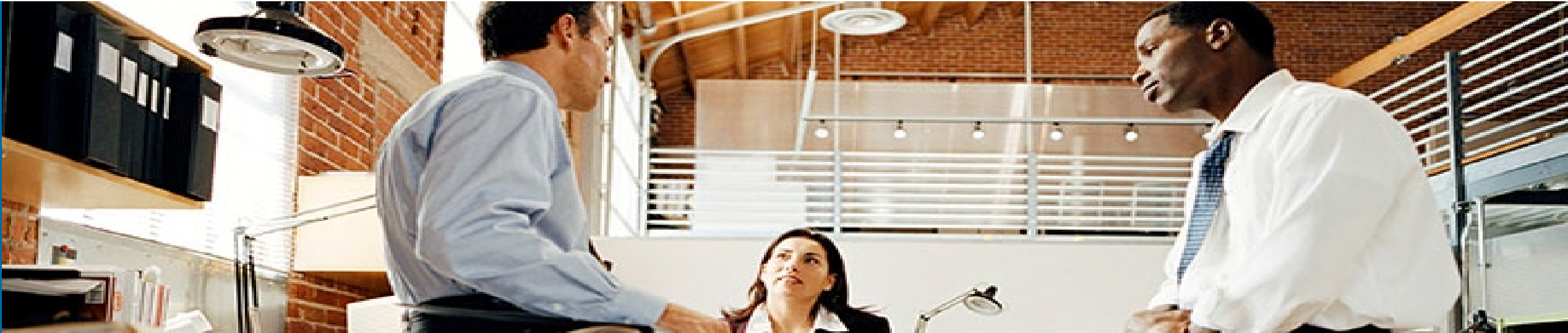
# PHW – Where to start?

- Maslow (1943) – Hierarchy of Needs
- Safety first!
  - Business solvency
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# Questions & Discussion



**Want to discuss or brainstorm solutions?**

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# Resources

- American Psychological Association – Center for Organizational Excellence
  - [www.apaexcellence.org/resources/creatingahealthyworkplace/](http://www.apaexcellence.org/resources/creatingahealthyworkplace/)
- Canadian Centre for Occupational Health and Safety – Guarding Minds @ Work
  - [www.guardingmindsatwork.ca/info](http://www.guardingmindsatwork.ca/info)
- North American EAP Trade Association – EASNA
  - [www.easna.org](http://www.easna.org)
- International Employee Assistance Professional Association – EAPA
  - [www.eapassn.org](http://www.eapassn.org)
- Kaiser Permanente Workforce Health
  - [www.kp.org/workforcehealth](http://www.kp.org/workforcehealth)