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

FLOURISH

LACK OF HEALTH

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

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?

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- 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?

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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
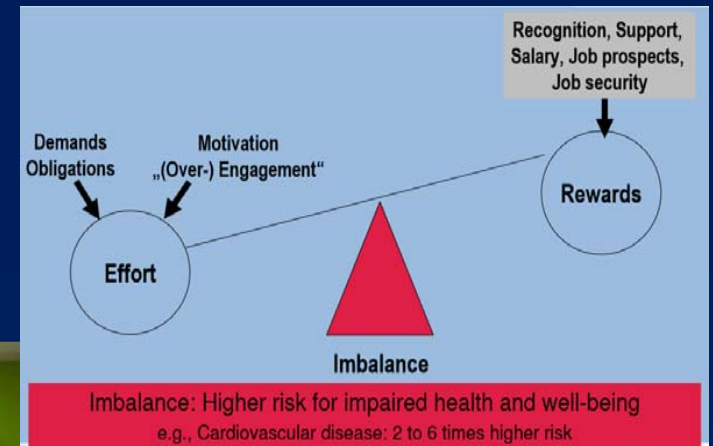
- Complete survey
- Report results

THE HEALTHY EATING PYRAMID
Department of Nutrition, Harvard School of Public Health

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

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)

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

DAILY MULTIVITAMIN
PLUS EXTRA VITAMIN D
(For most people)

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

DAILY EXERCISE & WEIGHT CONTROL

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

Eat, Drink, and be Healthy
by Walter C. Willett, M.D. and Patrick J. Skerrett (2005)
Free Press/Simon & Schuster Inc.

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Recognition, Support,
Salary, Job prospects,
Job security

Demands
Obligations

Motivation
„(Over-) Engagement"

Effort

Rewards

Imbalance

Imbalance: Higher risk for impaired health and well-being
e.g., Cardiovascular disease: 2 to 6 times higher risk

THE HEALTHY WORKPLACE

Shelter · Productivity · Identity · Justice · Health · Comfort · Community · Spirituality

ORGANIZATIONAL CONTEXT	ORGANIZATIONAL SUPPORT	BEHAVIOR CHANGE
ORGANIZATIONAL LIFE-CYCLE	**BASELINE FACTORS**	**PSYCHO-SOCIAL SUPPORT**
start-up vs. mature	physical environment	performance management
hierarchical vs. flat	healthy food	rewards/recognitions
	ergonomic fit	
DEMOGRAPHICS	job/role design	**BELONGING**
inter-generational		team building
aging workforce	**MOTIVATION FACTORS**	community involvement
	leadership engagement	
SOCIO-POLITICAL CONTEXT	work/life fit	**ENGAGEMENT**
diversity	personal development	employee-oriented programs
country culture	culture/values	task forces
		autonomy