



Enabling & Motivating Productive Organizations,
Wellness, Engagement, & Resilience

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Thanks to...

This project is supported through funding from CIHR & SSHRC's joint Healthy & Productive Workplace Partnership Program

How I started...



**Employee
Well-being &
Effectiveness**

**Organizational
Well-being &
Effectiveness**

About our work...developing evidence-based work practices

Background

Basic Premises

- Work → stress & ill health,
but ...
→ health & well-being
- Address psychosocial factors
- Develop Psychological Healthy Workplaces
 - Physical well-being
 - psychological well-being

Objectives

- Establish interdisciplinary partnership of experts in healthy & productive workplaces
- Identify critical factors impacting worker well-being
- Develop, implement, & test evidence-based workplace initiatives

Chronic Demands

Physical health



Mental health



Caregiving issues



Day et al., CIRPD, 2017; please do not cite without permission.

Healthy Workplace Interventions



1°: Change the Workplace: Resources & Demands

2°: Change Perception/Resilience

3°: Treat the 'Symptoms'

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Creating Healthy Workplaces



Environmental Scan

**1. Support
Individuals**

**2.
Strengthen
Groups**

**3. Develop
Leaders**

**4. Create
Healthy
Organizations**

RTW  Remain @ work



NAVIGATING HEALTHY WORKPLACES

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**Occupational Health Psychology
Summer Institute**

July 17 – 20, 2017 | Saint Mary's University | Halifax, NS

Learn about:

- Ψ Leading healthy workplaces
- Ψ Identifying trends in health & safety
- Ψ Supporting vulnerable workers & developing resilience
- Ψ Managing bullying & incivility

