

GET
to 
GIVE



"When we take the time to
nourish our spirit first,
our life changes
and we become the
instruments to give the
gifts that we've come here
to give."

- SUZI LULA
@BODHICHICAGO



Workplace Wellness: Organizational Stress Management

Information compiled from:

Self-Care in Social Work: A Guide for Practitioners, Supervisors, and Administrators

Kathleen Cox and Sue Steiner, 2013

? What workplace policies or practices contribute to increased stress and distress for you?



? What workplace policies or practices contribute to your feeling more happiness and less distress at work?



The Psychologically Healthy Workplace Program

What is a
Psychologically
Healthy Workplace?



- Grawitch, Gottschalk, & Munz, 2006
- Psychological Health: “The extent to which people generally feel peaceful, connected to others, relatively free from distress, and satisfied.”
- Five Categories of a Psychologically Healthy Workplace:
 - Employee Involvement
 - Work-Life Balance
 - Employee Growth and Development
 - Health and Safety
 - Employee Recognition

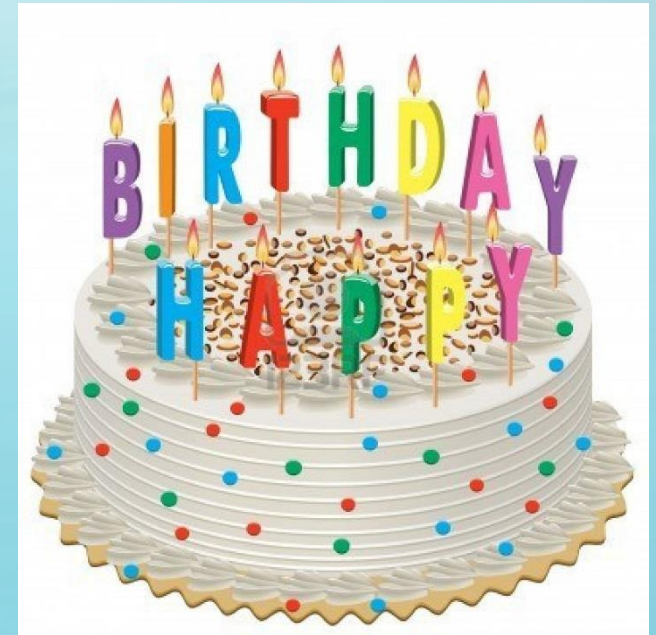
1. Employee Involvement

- When people are involved in the decisions that affect them they have a more positive attitude, higher job satisfaction, lower turnover and burnout, and are more engaged and committed.
 - Surveys
 - Forums
 - Employee teams to assess needs and develop programs
 - Participative decision-making structure
 - Self-managed work teams



Employee Involvement (cont.)

- Activities to Increase “**Employee Relatedness**”
 - Efforts to engage staff in activities that increases a sense of relatedness, both to others at work and to the organization in general.
 - ***Rituals of Resiliency***, (Anderson, 2005) activities designed to build a resilient workforce.
 - *Sharing a Meal*
 - *Planned time to walk, laugh, or stretch together*
 - *Activities focused on discovering or sharing talents*
 - *Celebrating birthdays, holidays, etc.*
 - *Recognizing employee successes and accomplishments*



Employee Involvement (cont.)

- Employee **Vacation Mementos** (picture board or souvenir shelf)
- “**Success Staffing**” (A time in staff meeting where successes or highlights are shared. Positive client cases are shared, not just problem ones.)



? What are some Rituals of Resiliency that could be incorporated into Social Work agencies?



Resilient: (*adjective*) able to withstand or recover quickly from difficult conditions

2. Work-Life Balance

- Being able to completely separating work and home life in today's technology-laden world is a myth.
- Is increasingly difficult to balance work and home life.
- Concerted effort to balance work and home life is required on a continual basis.
- Organizational measures can be taken to assist workers in developing balance that leads to better self care.

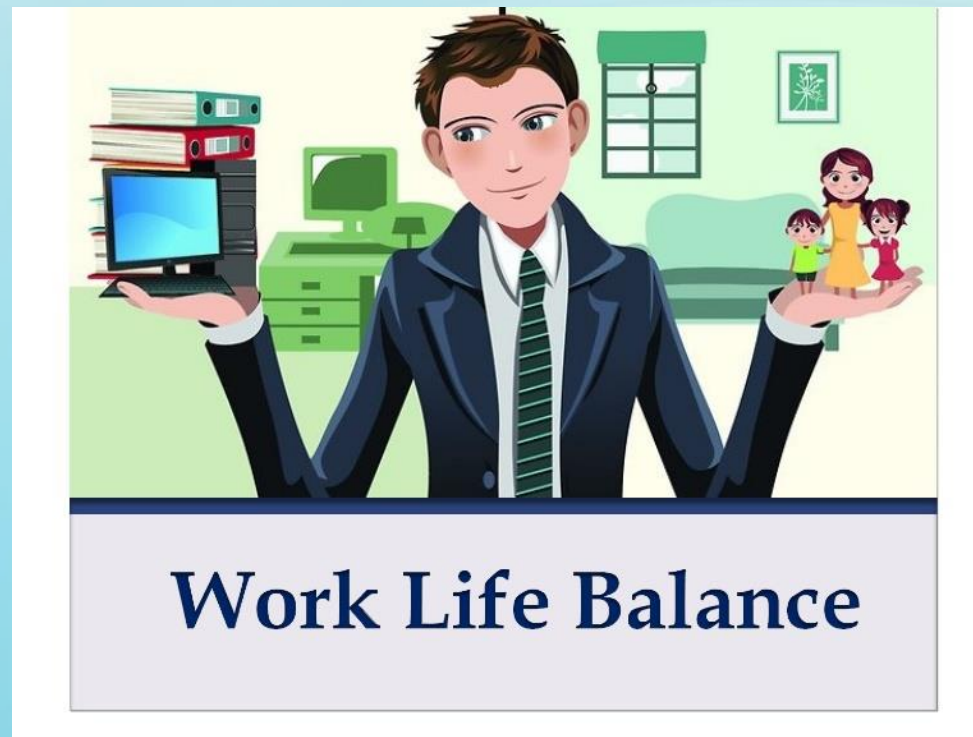


Work-Life Balance (cont.)

- Flexible Work Schedules
- “Results Only” Work Environments
- Telecommuting and Off-site Work Options
- Family Leave Policies
 - FMLA, flexible schedules, off-site work options
- Assistance with Child or Elder Care
 - On-site child care, flexible schedule for school or daycare drop off
- Vacation Policies
 - “real vacation policy” go “off-grid”; coordinate vacations for coverage



? What policies would be most helpful to you in creating work-life balance?



3. Employee Growth and Development

- Assist staff in obtaining job-related skills and knowledge to increase competency, autonomy, and advancement.
 - In-house trainings
 - Outside training seminars
 - Smaller agencies join forces
 - Coaching, mentoring, supervision
 - Tuition support
 - Flexible work schedule allowing for training

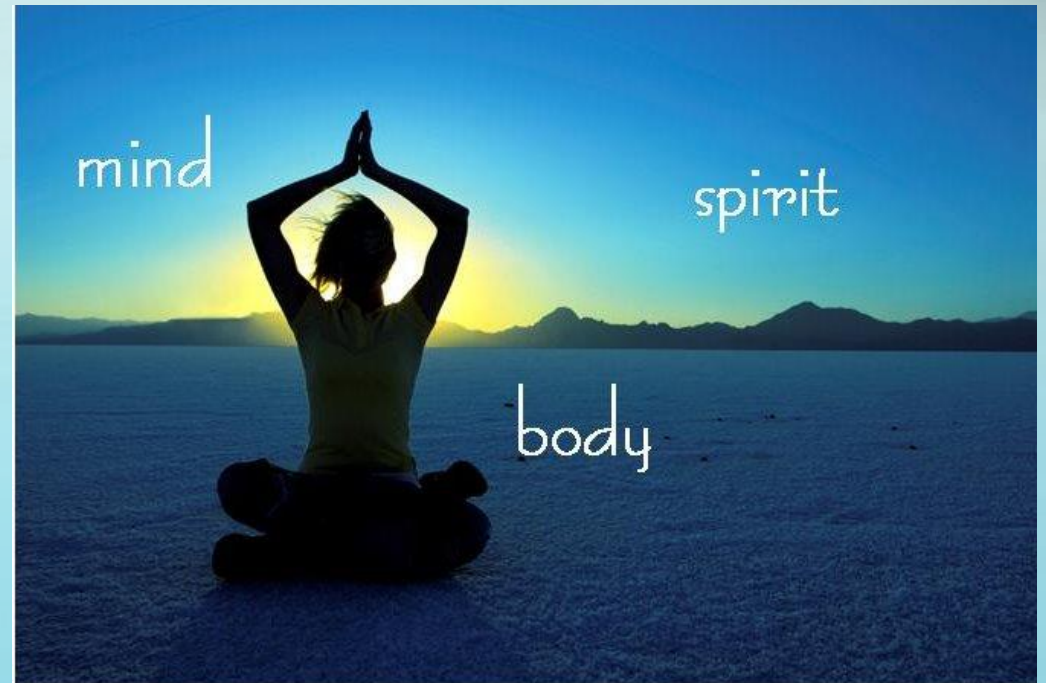


? What growth and development activities are most important to you?



4. Health and Safety

- Policies and practices that support healthy life styles
 - Nutrition, mindfulness, exercise classes
 - Rejuvenation Room (designated space for brief periods of rejuvenation; calm pictures, plants, small water fountain, stretching area, couch, soft lighting, aromatherapy, etc.)
 - Smaller Silent Spaces (“Do Not Disturb” sign for 10 minute break, headphones or earbuds in cubicles, etc.)
 - Encourage office personalization for warmth and personal peace.



? What workplace health and safety efforts would be most desirable and/or beneficial to you personally?



5. Employee Recognition

- Policies, programs, and practices that recognize individual employees and employee teams.
 - Yearly award recognitions
 - Announcements at staff meetings
 - Small gifts when a specific milestone is reached or project is completed
 - Announcements in monthly newsletters
 - Email announcements



? What form of Employee Recognition would have the greatest impact on you personally?



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