

Integrating Workforce Wellness into Everyday Organizational Decisions

**FOSTER A HEALTHIER AND MORE
INCLUSIVE WORK ENVIRONMENT**



Today's session

Participants will learn how to use the Surgeons General's Framework for Mental Health and Wellbeing in the Workplace as a guide for assessing the impact of everyday organizational decisions on worker wellbeing.

LEARNING OBJECTIVES

1.

Gain a greater understanding of how staff wellbeing impacts quality, safety, and retention in the workplace.

2.

Become familiar with the Surgeon General's Framework for Health Worker Wellbeing.

3.

Practice using assessment tool on a current decision to learn how to promote overall wellbeing of staff.

Agenda

1. Introductions and Welcome
2. Quality, safety, and retention stats
3. Surgeon General Framework
4. Think, Pair, Share
5. Decision making using assessment tool
6. Small group processing
7. Final Questions



WHO IS NEON?

Connection and Innovation

- 501(c)3 Nonprofit Health Collaborative
- Our mission is to create a healthier rural Oregon.
- We reduce barriers for residents and the regional systems supporting their health.
- We connect people and organizations to one another and to resources they need to meet their goals.
- We help lead the development of solutions to the unique challenges faced in our region.

AGREEMENTS

1. Participate Actively
2. Raise hand so we know you want to speak
3. Respectful speech and listening to one another
4. Embrace Pauses
5. Respect Confidentiality
6. Prioritize Self Care



Employee Wellbeing

40%

Number of U.S. workers that indicated their job negatively affects their mental health. (47% for workers under 30.)

\$44B

The cost to the U.S. employers from depression alone through absenteeism, lost productivity, and medical costs.

1 in 5

Adults experiencing a diagnosable mental illness in any given year—more than half of those go untreated.



Wellbeing Impacts the Bottom Line

Your organization should be measuring job satisfaction and you, as an Executive should understand that data.



Impacts Show up in Many Ways

Organizations see impacts in lost productivity, absenteeism, disability costs, turnover, and healthcare costs.



The High Impact of Mental Health

While burnout affects both physical and mental health, the greatest organizational costs come from the mental wellbeing impacts.



KEY TAKEAWAYS

Burnout consists of emotional exhaustion, depersonalization and reduced personal accomplishment.

Workload is a strong mediator between burnout and patient safety.

Provider perceptions and patient satisfaction are directly affected by worker burnout.

Emotional exhaustion has the strongest relationship with errors and adverse events.

SAFETY & QUALITY



RETAINING WORKERS

Turnover rates can indicate job satisfaction and inform interventions that reduce turnover costs.

Turnover intention is influenced by internal factors, as well as factors outside the workplace.

Leaders have the opportunity to focus on both negative and positive influences of turnover intention.

Psychological factors and discrimination are essential to address in this preventative work.



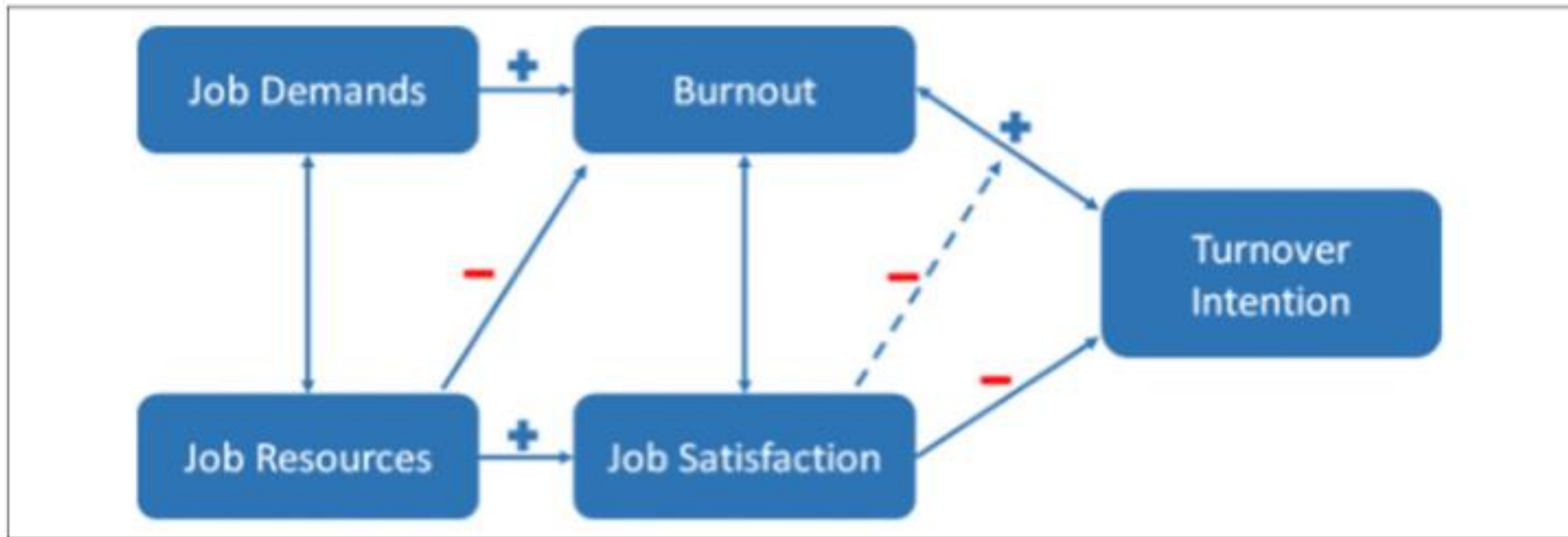
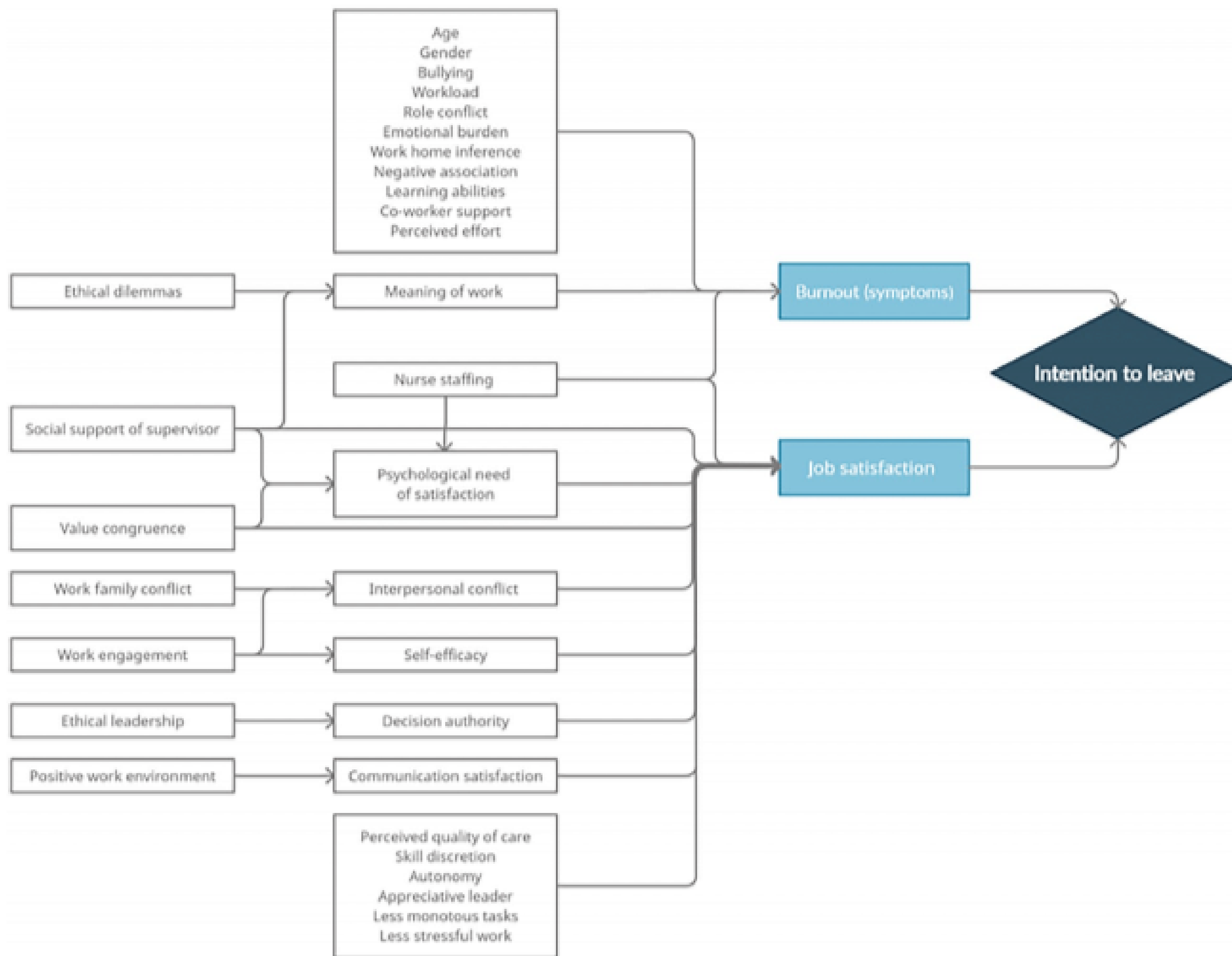
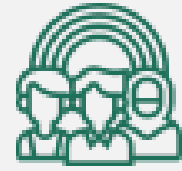


Figure 1. Job Demands-Resources Model adapted to turnover intentions.²⁹





Diversity

Diversity is a fact, representing the rich tapestry of perspective and experiences that make our organizations thrive.



Inclusion

Inclusion, the active pursuit of creating a sense of belonging for every individual, is where the transformative power of DEIB comes to live.



Equity

True equity is a choice, one that requires deliberate actions and intentional strategies to level the playing field for all employees.



Belonging

Belonging, an outcome that empowers individuals to contribute, connect, and flourish within the workplace.

Reference Credit: Arthur Chan



Five Essentials for Workplace Mental Health & Wellbeing

Centered on Worker Voice and Equity, these five Essentials support workplaces as engines of wellbeing.

Each Essential is grounded in two human needs, shared across industries and roles.



PROTECTION FROM HARM

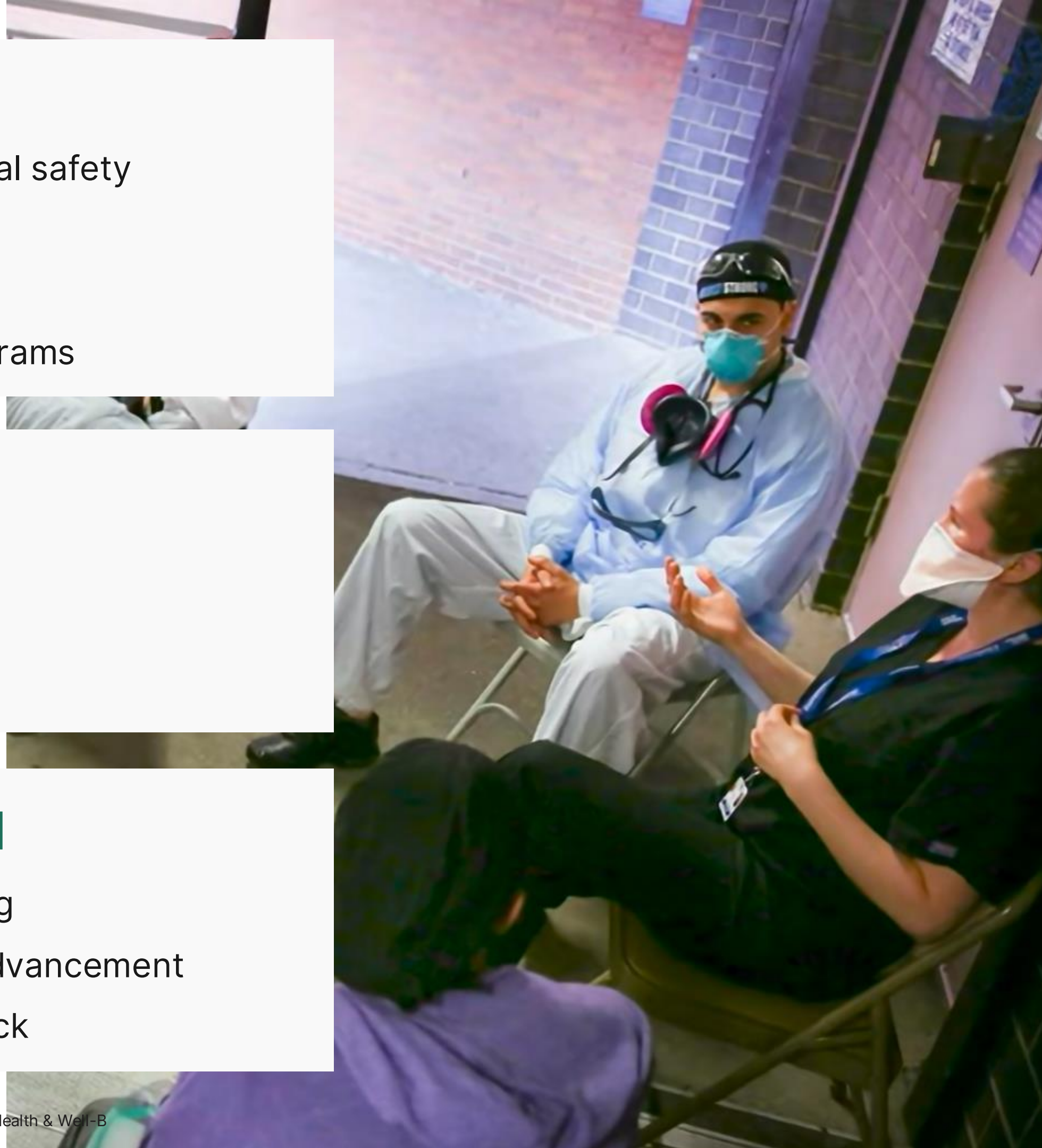
- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA norms, policies, and programs

CONNECTION & COMMUNITY

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

OPPORTUNITY FOR GROWTH

- Offer quality training, education and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal and timely feedback

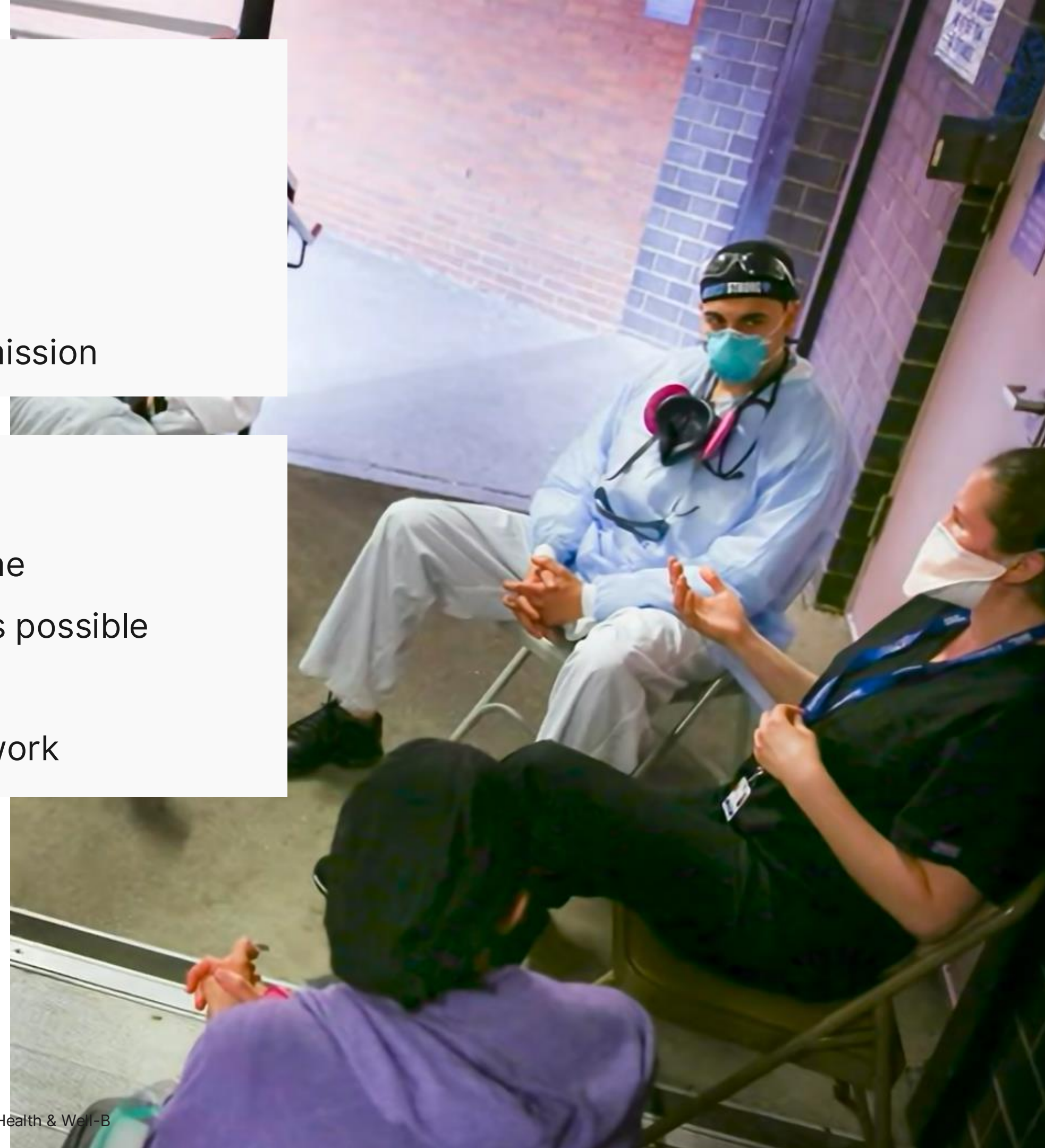


MATTERING AT WORK

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission


WORK-LIFE HARMONY

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work



Think, Pair, Share

- Take note of one reason you have been hesitant on moving forward with the decision.
- Turn to the person next to you and share what you produced.
- Circle back to the large group to share your decision.



Take a moment to think about a decision you have been considering, take note of one or two.



Assessment Tool

Surgeon General’s Framework for Workplace Mental Health and Wellbeing

Purpose: to derive maximum wellbeing benefit for staff from every leadership decision making process

How to use this tool:

1. Identify a decision or process that change your making
2. Reflect on whether your decision can impact each element of wellbeing
3. If yes, then use the questions to determine what opportunities there might be for change in your practices, policies, etc. as you make this decision that can drive forward wellbeing

Protection from Harm

Goal: To create conditions for physical and psychological safety as a critical foundation for ensuring workplace mental health and wellbeing.

Reflect: Will your decision have an impact on this area?

Questions:	Yes	No	N/A	Notes:
Are the staff at risk of physical or psychological harm?				
Are physical and psychological safety promoted?				
Does the workplace promote job stability?				
Does the workplace have systems for safe and meaningful feedback to leadership?				

Connection and community

Goal: To foster positive social interactions and relationships in the workplace to support worker wellbeing.

Reflect: Will your decision have an impact on this area?

Questions:	Yes	No	N/A	Notes:
Do workplace decisions promote inclusiveness for all staff?				
Do staff trust that decisions are in their best interest?				
Do staff have an opportunity for engagement and input before decisions are made?				
Are there opportunities for staff to collaboratively generate ideas and solutions that contribute to decision making?				

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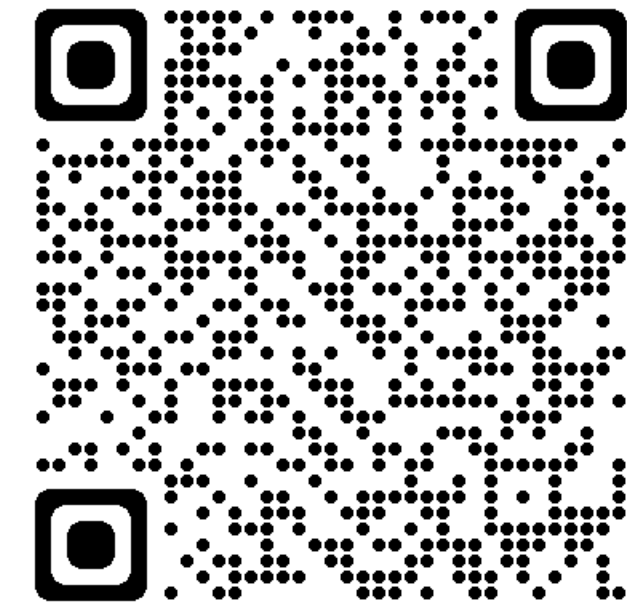
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**CUSTOM AND SCHEDULED CURRICULA
AVAILABLE FOR
MID-LEVEL AND EXECUTIVE LEADERS,
SUPERVISING FOR RESILIENCE,
AND WELLNESS FOR INDIVIDUALS**



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