

Occupational Health Psychology (OHP) & *Total Worker Health*  
(TWH) ® Summer Institute

# Implementing a TWH Approach

Afternoon Session

Leslie B. Hammer, Ph.D. and Nichole Guilfooy

Sponsored by:  
Oregon Healthy Workforce Center (OHWC)

Co-sponsored by Portland State University OHP-THW Program  
Co-sponsored by Saint Mary's University, Halifax, Nova Scotia

# Plan for the Afternoon

- **Introduction –**
  - **Leslie Hammer: History and relationship between OHP and TWH**
  - **Nichole Guilfoy: Applying TWH ideas for implementation**
- **Case Studies/examples of implementation—**
  - **Case studies and examples –**
    - **Shamai Larson, Legacy Health (healthcare),**
    - **Mike Ellis, Apollo Mechanical Contractors (construction),**
    - **Deborah Roy, L.L. Bean (retail),**
- **Facilitated Discussion with Audience – Leslie Hammer and Nichole Guilfoy**



## Oregon Healthy Workforce Center (OHWC)

A NIOSH-funded *Total Worker Health*® Center of Excellence

Our center aims to improve the well-being of workers through *Total Worker Health* research, dissemination, outreach and education





## Total Worker Health<sup>®</sup>



Defined by the National Institute for Occupational Safety and Health (NIOSH) as:

*Policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being.*

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- California Labor Laboratory (CALL Center)
- Carolina Center for *Total Worker Health*® and Well-being
- Center for Health, Work & Environment
- Center for the Promotion of Health in the New England Workplace (CPH-NEW)
- Healthier Workforce Center of the Midwest
- Johns Hopkins P.O.E. *Total Worker Health*® Center in Mental Health (POE Center)
- Oregon Healthy Workforce Center (OHWC)
- The Harvard T.H. Chan School of Public Health Center for Work, Health & Well-being
- UIC Center for Healthy Work
- Utah Center for Promotion of Work Equity (U-POWER)

# What is OHP?

- The application of psychology to improving the quality of work life and to protecting and promoting the safety, health and well-being of workers.
  - Sauter, Hurrell, Fox, Tetrick, & Barling, 1999

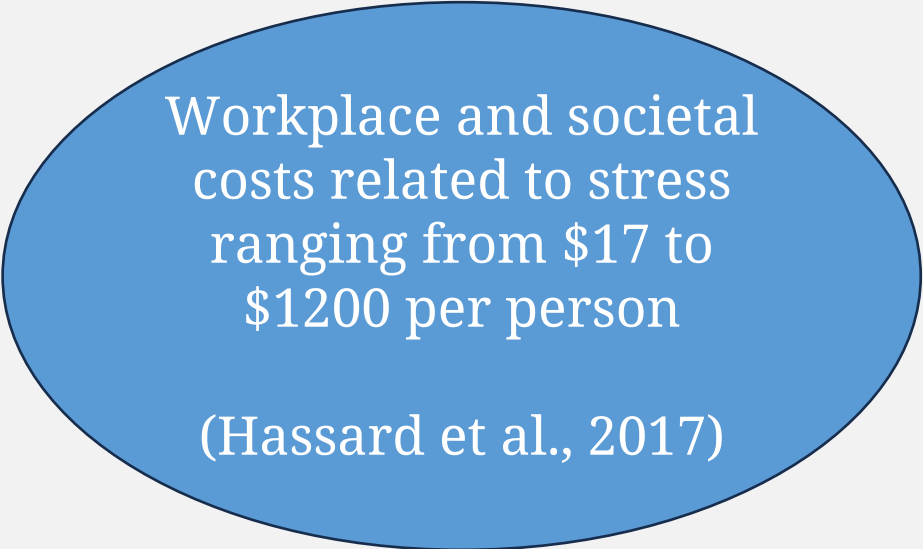
A black and white photograph of a man with dark, curly hair, wearing a suit and tie. He is covering his eyes with his right hand, and his left hand is holding a pair of glasses. The background is bright and out of focus. A blue horizontal band is overlaid on the bottom half of the image, containing white text.

# STRESS IN THE WORKPLACE

Stress comes from conflict between two opposing forces

# The Costs of Job Stress

- Estimated cost of Job Stress ranged from \$221.13 million to \$187 billion based on a 2017 published analysis (Hassard et al., 2017, JOHP).
- 70%-90% of these losses were due to productivity related losses
- 10%-30% of these losses were due to health care and medical costs

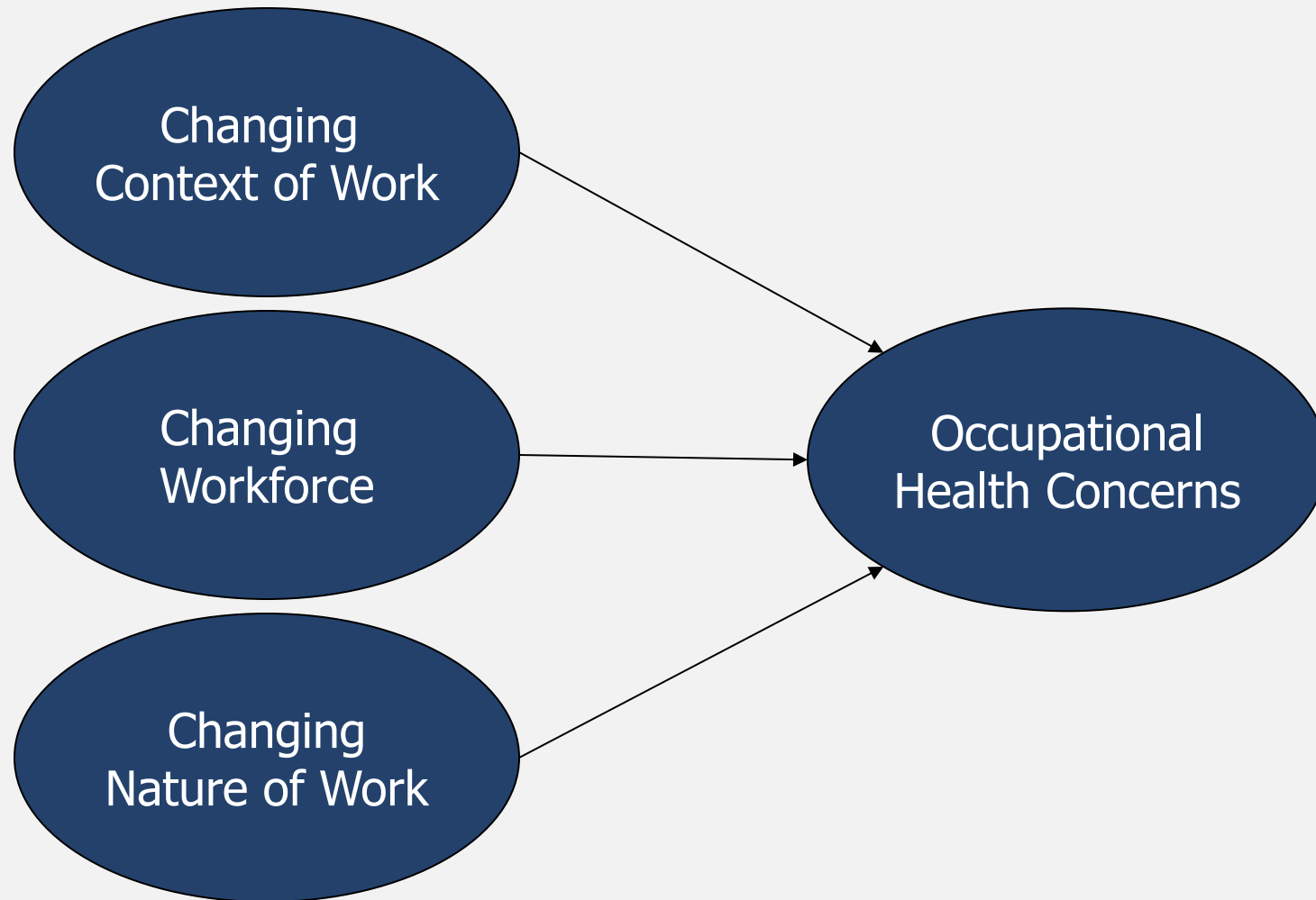


Workplace and societal  
costs related to stress  
ranging from \$17 to  
\$1200 per person

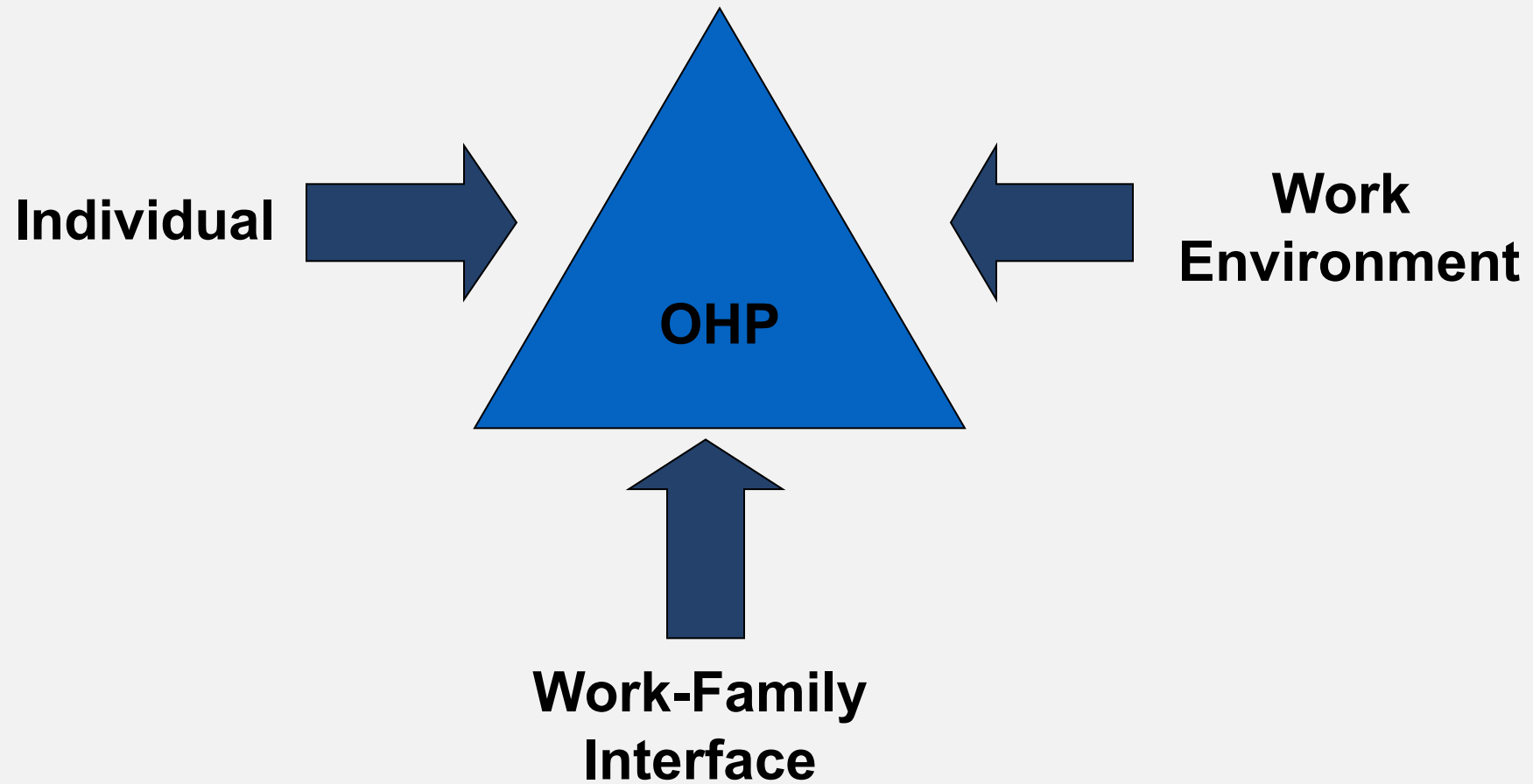
(Hassard et al., 2017)



# A deadly mix?



# Distinctive Features of OHP



# Distinctive Features of OHP

*OHP focuses on Physical and Mental Well-being*



## **Absence of...**

Illness  
Disease  
Injury  
Strain  
Fatigue

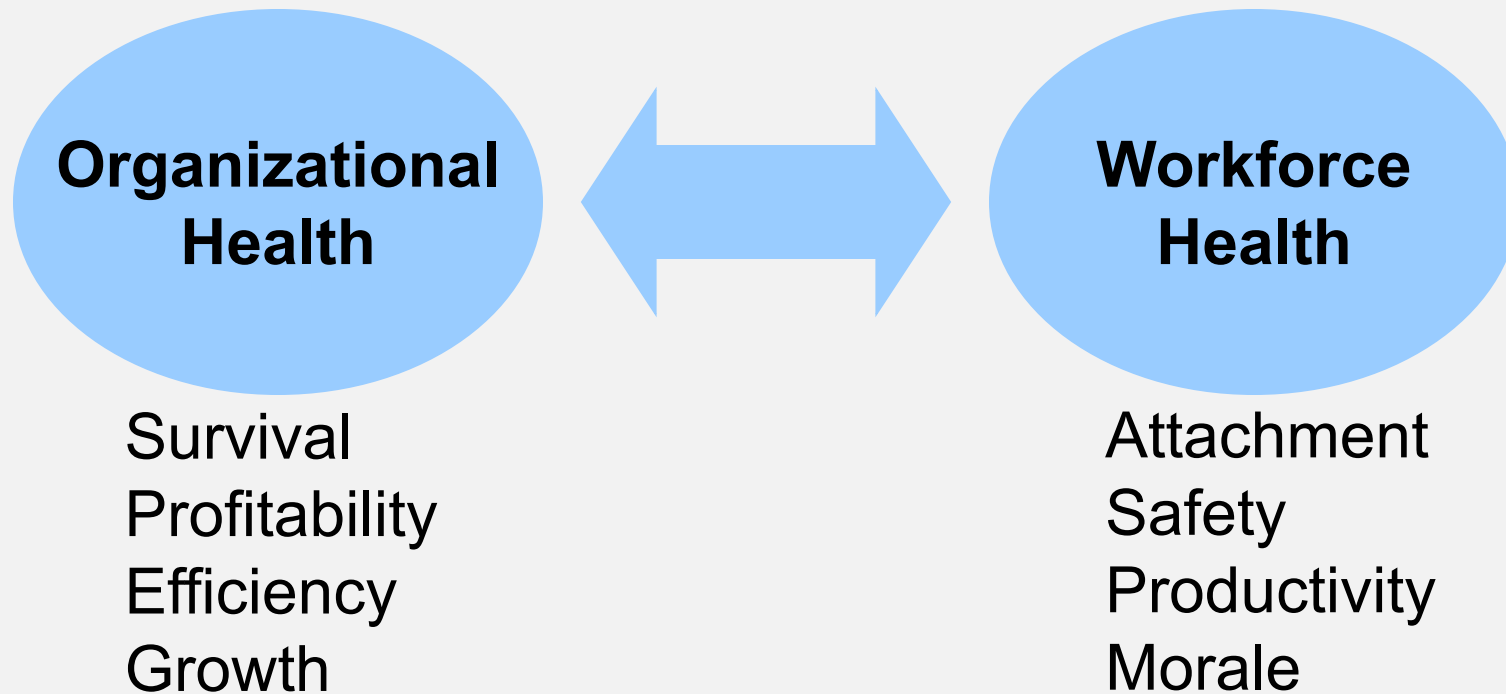


## **Presence of...**

Aspiration/Engagement  
Affective well-being  
Competence  
Autonomy  
Life Balance

# Distinctive Features of OHP

*OHP recognizes the link between  
workforce health and organizational health*



# TWH and OHP: Prevention is key

- ❑ OSH community should focus on prevention strategies that combine health protection (both stress protection and health & safety protection) with health promotion
- ❑ Systems approaches to prevention that focus on both individual and occupational risk factors/exposures are expected to be the most efficient in influencing the health and safety of workers
- ❑ Thus, reduction or elimination of exposures can lead to improved health and safety behaviors and ultimately improved health and safety outcomes



# Public Health & OHP Interventions

(adapted from Quick,1999)

	<b>Work Context Interventions</b>	<b>Person Interventions</b>
<b>Primary</b> (address general population)	Safety Culture	Time management
<b>Secondary</b> (address risks for “at risk” workers)	Team Building	Employee Development
<b>Tertiary</b> (treat “damaged” workers)	Task Revision	EAP programs

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