



Applying Total Worker Health[®]

Ideas for Implementation

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Objectives

- Identify workforce needs.
- Innovate for a future state.
- Strategize to operationalize.



Identify workforce needs



Total Worker Health[®] Domains

Physical Environment and Safety Climate	Policy Environment	Health Status	Work Evaluation and Experience
Ergonomics and Lighting	Family-friendly work arrangements	Shift work design and sleep	Job autonomy
Hazard identification (physical, psychosocial) and reporting	Discrimination and harassment policies	Benefits and compensation structure	Supportive supervision and organizational culture
Physical distancing	Time and leave requests	Pandemic response	Meaningful work and engagement

Innovation

vs.

Traditional
Problem Solving

Traditional Approach to Change

Identify the problem.

Analyze the cause.

Identify range of solutions.

Plan course of action.

Innovative Approach to Change

Value the best of what currently exists.

Envision what might be.

Dialogue about what should be.

Innovate what will be.



Strategize to Operationalize

Traditional Safety, Health, Wellness Examples	TWH Solutions
Onsite biometric screening	Preventive care benefit + time for appointments
Rotating shifts	Optimize shift scheduling for worker health
Control physical and biological hazards	Expand hazards to include psychosocial risks; train and adopt supportive supervision strategies

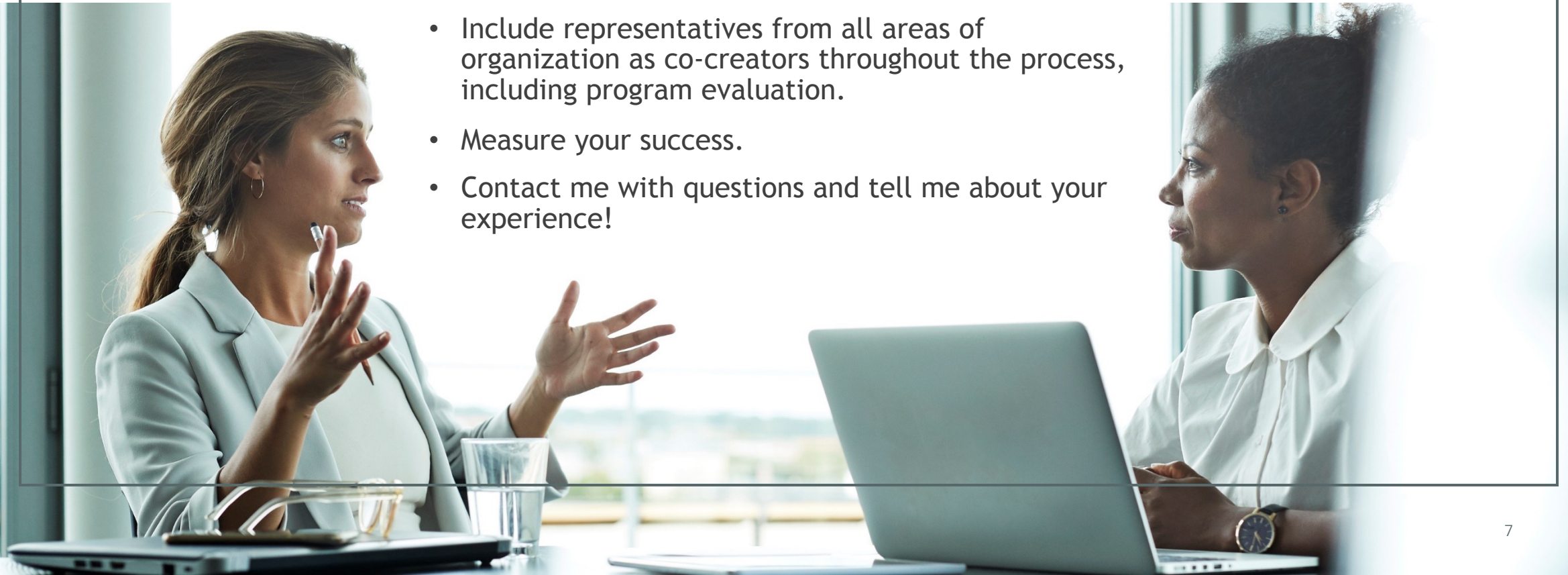
TWH seems to include everything --where do I start?

- Value what is working well in your organization.
- Envision what might be.
- Dialogue about what should be.
- Innovate what will be.



Development and Implementation Tips

- Talk to other organizations to see what has worked well for them, review case studies, gather new ideas
- Include representatives from all areas of organization as co-creators throughout the process, including program evaluation.
- Measure your success.
- Contact me with questions and tell me about your experience!



Thank you!

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