

Worker well-being: 5 easy steps

Step 1 – Identify



Tips

- Make sure champions have the capacity to support the team from beginning to end
- Invite informal leaders to be team members
- Have representation from every level of the organization
- If strong leadership support is not present, use the resources to gain leadership buy in
- Be clear about roles and the purpose of the team – ensure everyone agrees

Let's start your *Total Worker Health*® approach by building a strong team with clear direction and leadership support to positively impact workplace well-being.

Build a team

Let's consider who should be on your team. A *Total Worker Health* (TWH) approach is all about including perspectives from multiple work groups and recognizing that each adds value. This increases knowledge about your workplace, improves understanding of the challenges that need to be addressed, and increases the likelihood of positive outcomes.

Champions

A champion is someone who can see the process through and has influence on decision making. Champions need to be organized, able to coordinate efforts, track progress, and help all team members be part of the discussions. Sometimes it helps to have two champions in case someone becomes less available and to support each other's efforts. The champions are not necessarily the people with the most excitement about the work. They may be in a formal health, safety, workers compensation or wellness role but that is not needed!

Team members

All or most areas of an organization should have representation on this team, as each will bring different expertise and knowledge about their work. When identifying the challenges and best ways to address concerns, frontline workers need to be heard. Managers should

also have a voice on this team. Team members should have credibility among their peers and be viewed as informal leaders. Highly enthusiastic co-workers make effective team members who can build excitement about the work being done. If your workplace includes unions, volunteers, or other interest groups, each should be welcomed and invited to the table!

Leadership

When company leadership shows their support, these efforts are more likely to be successful. TWH approaches thrive when leadership is willing to walk the talk. Their responsibilities may include finding the funds to support new practices or policies and/or providing workers with the time to try working differently. Leadership from finance, human resources, operations, planning, and other managers or executives may be important people to involve from the beginning.

Purpose

The team should collectively set a purpose statement. Keep a broad perspective of intention. Traditional workplace safety is a start, but a TWH approach stretches to encompass health, mental wellbeing, stress, hydration, sleep, and homelife stressors.

Resources

- What is TWH? (bit.ly/3Gwk4In)
- The Value of TWH (saif.com/S1187)
- Learn to Lead (saif.com/leadershipseries)

Who are the champions?

Who are your team members?

List your leadership support:

What is your purpose statement?

Materials developed in collaboration with the Harvard T.H. Chan School of Public Health Center for Work, Health, & Well-being and are based on Guidelines for Implementing an Integrated Approach.

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