

What is a psychologically healthy workplace?

Any organization, regardless of size, can create and benefit from a psychologically healthy workplace with some or all of the following characteristics:

- Quality and flexible benefits plans
- Ongoing programs to monitor and evaluate job satisfaction
- Clear, candid communications
- Policies that consider personal and extended family needs



- Cultural diversity and workplace equity
- Training programs that teach job skills and prepare employees for leadership
- Fair and honest treatment of employees
- Easy access to mental health, substance abuse and Employee Assistance Program (EAP) services for employees and families
- Recognition for individual and team performance
- An attitude of concern for quality, service and ethical behavior
- A voice in decision-making for employees
- A priority placed on health and safety
- A fair employee performance evaluation system that gives feedback and enhances performance
- Programs to deal with and prevent the consequences of workplace stress and conflict

"The most gratifying aspect of this award is the validation by outside experts who visit your workplace and conclude that routine practices are conducive to a psychologically positive environment. There is an enormous satisfaction in being told you are doing a lot of things right!"

Beth Taylerson, Human Resource Director
The Herald, Rock Hill, SC
2002 Winner, South Carolina

"WSU Vancouver is very proud of this award because it recognizes not just our on-campus programs but also the active involvement of employees in making the campus community a healthy workplace."

Jeanne Greene, SPHR, Director of Human Resources
Washington State University Vancouver
2002 Winner, Washington



Contact us for more information about the
Psychologically Healthy Workplace Award at:



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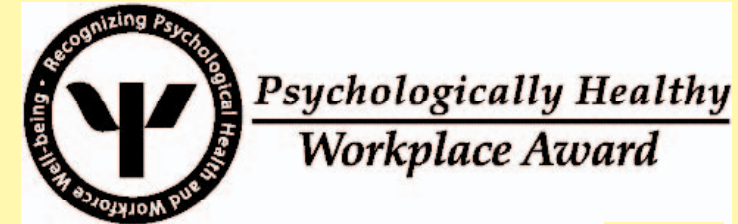
or visit our Web site at:
www.illinoispsychology.org



Additional information about the Psychologically Healthy
Workplace Award program can be found online at :
www.apapractice.org/apo/psychologically_healthy.html



**AMERICAN
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Illinois Psychological Association





Mergers, downsizing, multi-national competition, rapid growth, financial uncertainty, relocations and information overload can affect **employees' morale**, job satisfaction and retention. The Psychologically Healthy Workplace Award recognizes organizations that address these concerns and the compounding societal issues facing employees today.

Together, work stress and family issues can affect an employee's ability to cope and be productive in the workplace. **Work stress** may lead to absenteeism, higher health care costs, turnover and lost productivity, all of which impact a company's bottom line.

According to a national public opinion poll conducted by the American Psychological Association, two-thirds of both men and women say work has a significant impact on their stress level, and one in four has **called in sick** or taken a "mental health day" as a result of work stress. The Journal of Occupational and Environmental Medicine reports health care expenditures are nearly 50% greater for workers who report high levels of stress.

An organization that recognizes these issues and strives to address them not only helps its employees but also helps itself. When workers can **manage stress** and balance their work and their life, their productivity is not compromised – it is improved. A psychologically healthy workplace increases workers' **job satisfaction and loyalty** to their employer.

The Psychologically Healthy Workplace Award recognizes organizations that make a commitment to programs and policies that enhance the quality of the whole work environment for their employees.

What is the Psychologically Healthy Workplace Award?

The Psychologically Healthy Workplace Award is sponsored by state psychological associations and supported by the American Psychological Association. They recognize organizations that make a commitment to workplace well-being and creating a psychologically healthy work environment for employees. Awards may be given to large, small, for-profit and not-for profit organizations based on the following criteria:

- Employee Involvement
- Work-Life Balance
- Employee Growth and Development
- Health and Safety
- Employee Recognition

If your organization is addressing any of the above issues, you are eligible to apply for the Psychologically Healthy Workplace Award. See the accompanying application for more information.

Why Apply?

Psychologically Healthy Workplace Award winners benefit from positive exposure. Winners may be:

- Featured in the media
- Promoted in company internal and/or external communications vehicles
- Honored at special awards events
- Recognized by community leaders
- Nominated for national recognition

Promoting and implementing policies that create a psychologically healthy workplace pays off, both in an improved work environment and bottom-line savings. Data suggest that companies whose workers perceive that their employer is concerned about their well-being fared better in competing for and retaining outstanding employees. Companies that don't, also feel the impact.

Job stress is estimated to cost U.S. industry \$300 billion annually, as assessed by absenteeism, diminished productivity, employee turnover and direct medical, legal and insurance fees.



A partial list of past state Psychologically Healthy Workplace Award honorees include:

- Arkansas Educational Television Network – *Arkansas*
- Bell South – *Kentucky*
- Catholic Social Services of Alaska – *Alaska*
- City of Redwood City – *California*
- Commanche County Memorial Hospital – *Oklahoma*
- Computer Associates – *New York*
- Discover Financial Services – *Delaware*
- DSM Desotech – *Illinois*
- FleetBoston Financial – *Connecticut*
- Holiday Inn/RiverCentre – *Minnesota*
- Johnson & Johnson – *New Jersey*
- Medrad Inc. – *Pennsylvania*
- MITRE Corporation – *Massachusetts*
- Pella – *Iowa*
- Southwest Airlines – *Texas*
- St. Luke's – *Idaho*
- The Catalyst Magazine – *Utah*
- The Herald – *South Carolina*
- Washington State University Vancouver – *Washington*



**Psychologically Healthy
Workplace Award**

How to apply

To apply, complete and mail in the application accompanying this brochure. Applications will be reviewed, finalists selected and on-site meetings will be scheduled. Award winners will be honored at a special awards event and announced to the media.