

Understanding Wellbeing From a Systems Perspectives: Drivers and Interventions

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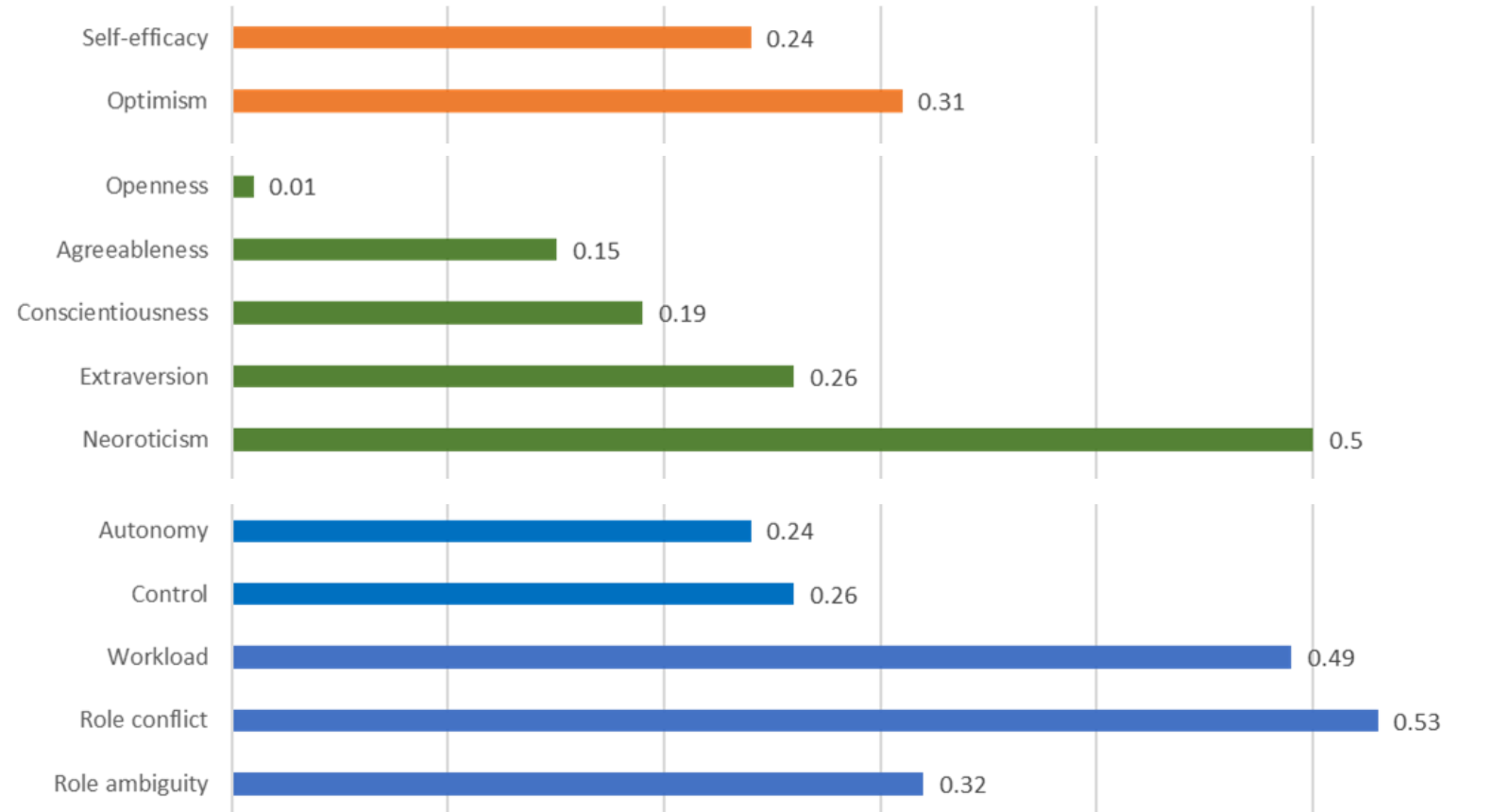
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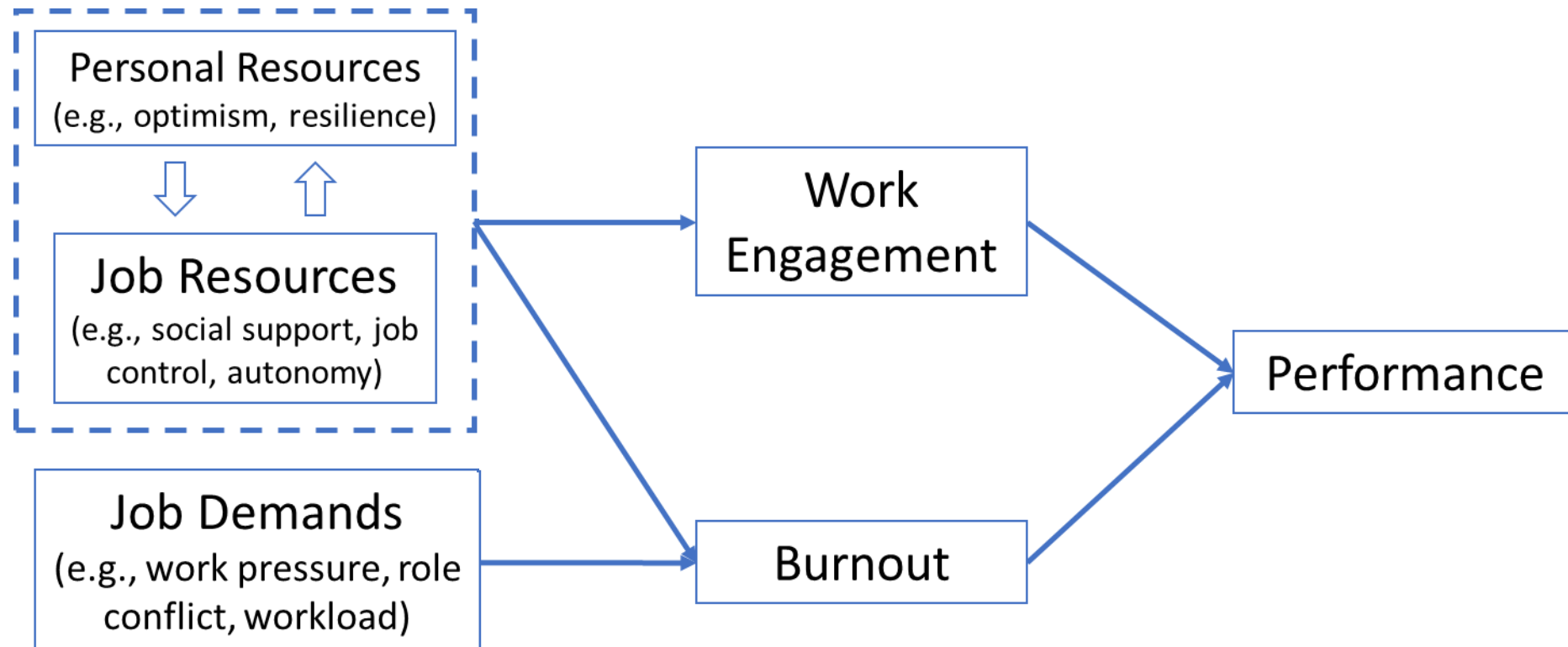
Structure

- Predictors of burnout
 - Different types of interventions
 - Intervention frameworks
 - Principles of wellbeing interventions
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Predictors of Burnout

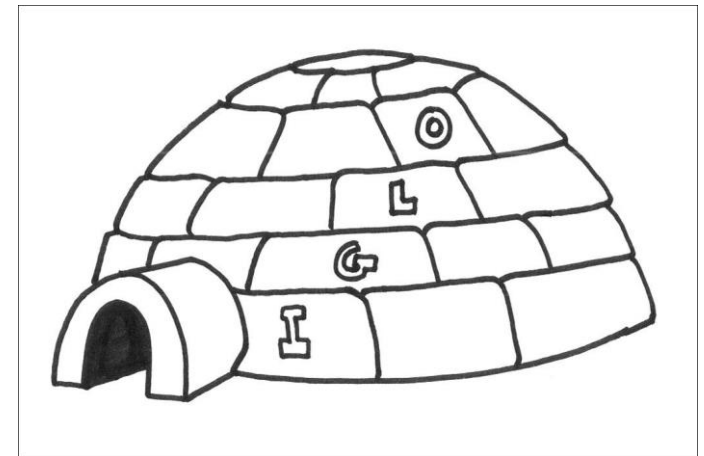


The Job Demands-Resources Model

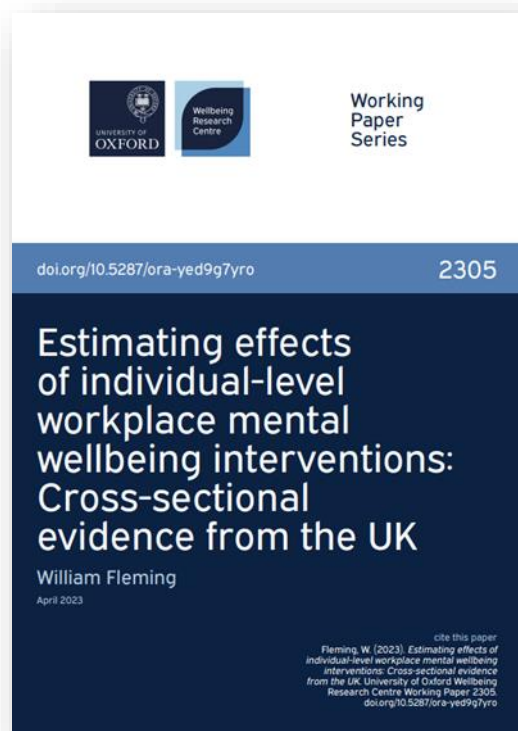


The IGLOO-Model

- Intervention activities across different levels
 - Individual
 - Group
 - Leader
 - Organisation
 - Overarching context
- The intervention must fit the right level(s)



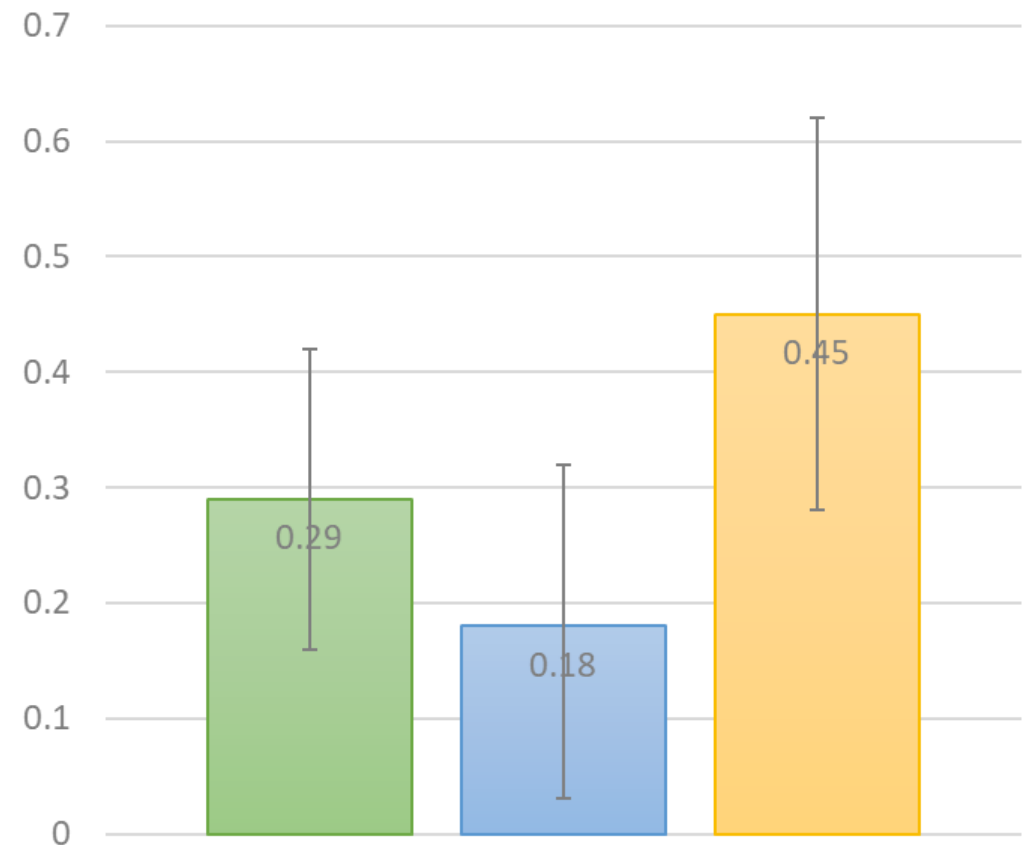
Interventions

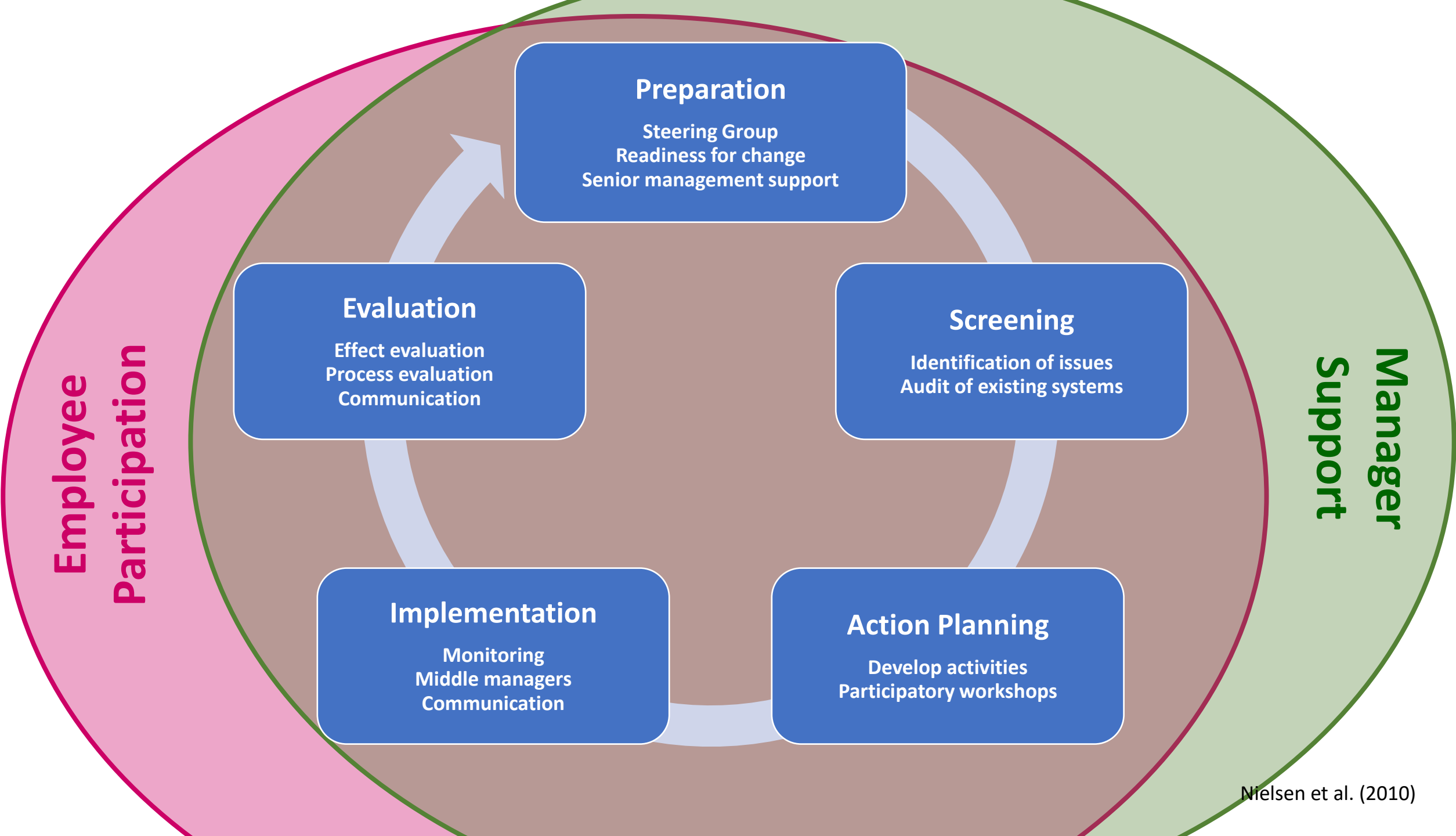


- 143 British organisations and 27,919 workers
- Workers that took part in individual focused interventions (e.g., mindfulness, resilience training, coaching, and wellbeing apps) were no better off in relation to multiple subjective wellbeing indicators.
- Workplace factors such as being bullied, unrealistic time pressures, discrimination, and strained relationships had more influence and were associated with poorer subjective wellbeing.
- Interventions involving working conditions such as having the right training, choosing break time, being consulted on change, fair pay, fair promotions, flexible work, and good collaboration were all associated with better wellbeing.

Interventions

- Meta-analysis of 19 studies (n = 1,550 doctors)
- Individual-directed interventions:
 - Mindfulness-based stress reduction techniques
 - Educational interventions on self-confidence and communication skills
 - Exercise
- Organisation-directed interventions:
 - Rescheduling hourly shifts and reducing workload (n = 5)
 - Discussion meetings to enhance teamwork and leadership, structural changes, and elements of individual-interventions (n = 3)





Employee Participation

Manager Support

Six Principles for Organisational Interventions

1. Staff wellbeing is a systems issue.
2. Tailor the intervention to the context.
3. Involve staff in the process.
4. Get support from leaders.
5. Interventions are iterative.
6. Plan for the long haul.

Conclusion

- The world of work continues to change and adapt.
 - Different demands and resources at all levels.
 - Organisational interventions may appear complex and overwhelming.
 - Examples where even slight changes made a substantial improvement in the working experiences of staff.
 - Change is possible.
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Thank you!

Slides and report are available to share

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Working with the
CIPD

The value of Occupational Health and Human Resources in supporting mental health and wellbeing in the workplace

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