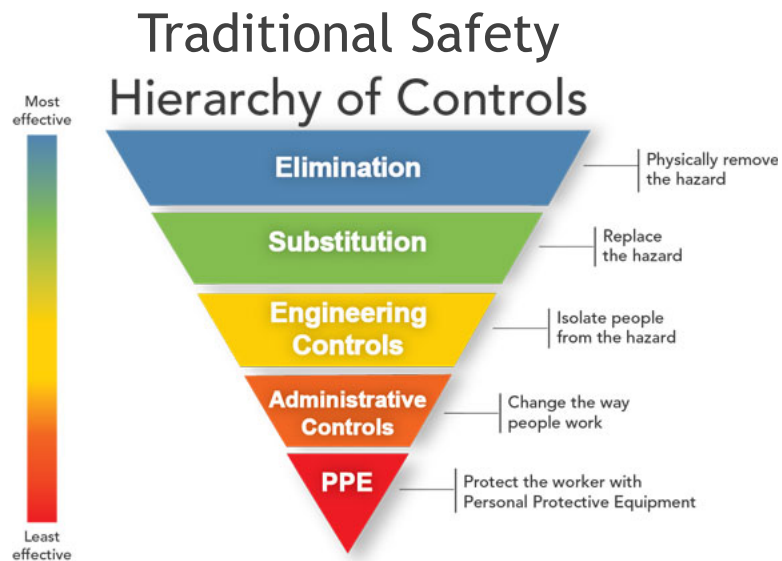


Beginner's Guide to Implementing Total Worker Health® in Your Organization

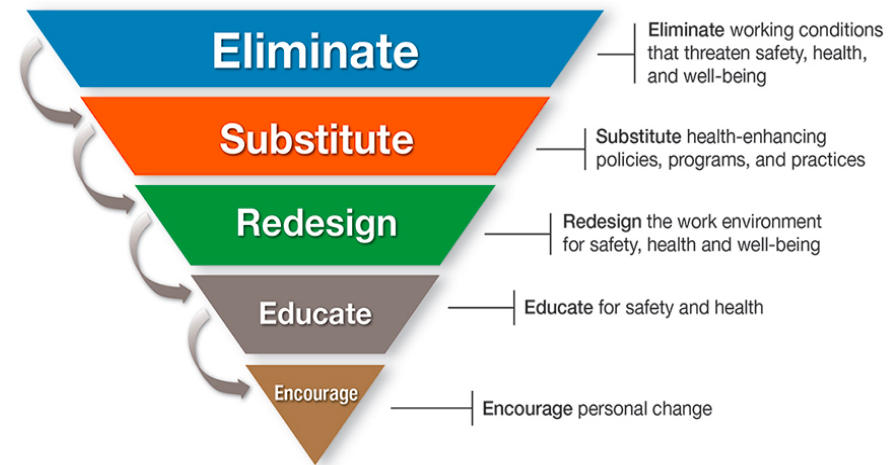
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What's Different About a Total Worker Health® Approach?



TWH Hierarchy of Controls



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

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.

Innovation vs. Traditional Problem-Solving

Traditional Approach to Change	Innovative Approach to Change
Identify the problem.	Value the best of what currently exists.
Analyze the cause.	Envision what might be.
Identify range of solutions.	Dialogue about what should be.
Plan a course of Action.	Innovate what will be.

What's Different About a Total Worker Health Approach?

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

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!

Questions?

Please contact me:

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