Psychologically Healthy Workplace Awards and Best Practices Honors 2014

Psychologically Healthy Workplace Program

AMERICAN PSYCHOLOGICAL ASSOCIATION
Creating a healthy, high-performing organization requires more than simply offering wellness activities or desirable benefits. Done well, psychologically healthy workplace principles become ingrained in the very norms, values and beliefs that are part of an organization’s culture.

Core to this approach is a multi-dimensional view of employee well-being that includes good physical and mental health, strong interpersonal relationships, financial stability and a meaningful life with positive experiences at work. When an employer sees well-being as critical to the organization’s success, workplace practices can be linked more closely to an organization’s strategic goals, thereby supporting its mission and driving performance.

To showcase employers who understand that the true value of employee well-being goes far beyond return on investment for their wellness programs, I am honored to present the American Psychological Association’s 2014 Psychologically Healthy Workplace Award (PHWA) winners and Best Practices honorees. The four PHWA winners described in these pages reported an average turnover rate of just 7 percent in 2013 – significantly less than the national average of 38 percent, as estimated by the U.S. Department of Labor. Additionally, only 15 percent of their employees say they intend to seek employment elsewhere within the next year, compared to almost double that number (27 percent) nationally.

In surveys of the winning organizations, on average, more than six out of ten employees say their employer promotes and supports a healthy lifestyle (66 percent) and values work-life balance (67 percent) and employee recognition (61 percent). Emotional well-being also plays a central role in these organizations, with around seven in ten employees reporting that the organization provides adequate resources to address their mental health needs (71 percent) and help them manage stress (69 percent), compared to just 45 percent and 36 percent, respectively, in the general working population.

Employees notice when an employer is truly committed to their well-being and it can have a positive impact on their relationship with the organization. In our award-winning organizations, an average of 83 percent of employees say they are motivated to do their very best on the job, compared to just 70 percent nationally, and almost three-quarters (74 percent) say they would recommend their organization to others as a good place to work compared to just 57 percent in the U.S. workforce. We congratulate our winners and hope that their examples inspire others to broaden their view of what it takes to build an organizational culture that drives well-being and performance.

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American Psychological Association
Psychologically Healthy Workplaces – A Win-Win for Employers and Employees

Data Reveal the Benefits of Psychologically Healthy Workplaces


© 2014 American Psychological Association
Psychologically Healthy Workplaces Support Work-Life Balance, Growth and Development, and Employee Well-Being

Note: Results reflect the percentage of employees who endorsed the items listed above.

Sources: American Psychological Association (APA), Psychologically Healthy Workplace Program; APA’s 2014 Work & Well-Being Survey.

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Psychologically Healthy Workplace Awards

The Psychologically Healthy Workplace Awards are designed to recognize organizations for their efforts to foster employee health and well-being while enhancing organizational performance.

**APA’s Psychologically Healthy Workplace Awards**

Nominees for APA’s Psychologically Healthy Workplace Awards are selected from the pool of previous local winners. Candidates are evaluated on their workplace practices in the following areas:

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

Additional factors that are considered include employee attitudes and opinions, the role of communication in the organization and the benefits realized in terms of both employee health and well-being and organizational performance. Following a competitive evaluation and judging process, the top candidates are selected for recognition by the American Psychological Association.

**APA’s Best Practices Honors**

The Best Practices Honors focus on a single program or policy that stands out for facilitating a psychologically healthy workplace. Special attention is given to workplace practices that are designed and implemented in a way that creatively meets the specific needs of an organization and its employees. As with APA’s Psychologically Healthy Workplace Awards, nominees come from the pool of previous local winners and are selected through a competitive evaluation and judging process.

**Local Psychologically Healthy Workplace Awards**

Since 1999, our affiliated state, provincial and territorial associations have presented Psychologically Healthy Workplace Awards to local organizations. Participation has grown to 56 associations across the U.S. and Canada that, collectively, have recognized more than 550 organizations.
Framework sustains its own success by taking a strengths-based approach to employee growth and recruitment.

Employee Growth and Development

Connecticut – Stamford-based Framework is a management consultancy that helps companies create and preserve value through sustainable business practices. The firm defines sustainability as the coordination of environmental, social, financial and governance factors for continued profitability in an interconnected world. Framework sustains its own success by taking a strengths-based approach to employee growth and development. This means that sometimes getting the most out of a job may involve redefining the job itself to suit the person performing it.

A core practice at Framework is to align people’s job duties and responsibilities with their talents, passions and preferences to the greatest degree feasible. Although the company hires people for specific positions, over time it often adjusts their roles and duties to support changing developmental needs and individual role preferences. This job evolution is rewarding for management and employees alike.

Day to day, this means when selecting team members for projects and assignments, management focuses on matching an employee’s work not only to the required level of experience for the task at hand, but to the employee’s own specific interests and desired growth opportunities.

Framework’s strengths-based approach begins at recruitment. As part of the hiring process, all candidates – from interns to executives – complete an assessment of their personal strengths. This helps the company place employees in roles, on teams and in projects in which they can be highly engaged and most successful in helping Framework reach its goals.

P.S. Lunchtime at Framework is a time for sharing, whether stories, vacation photos or weekend adventures. Sometimes these informal communications are incorporated into formal company presentations.
At Tasty Catering, every employee is entitled to know what is going on in the business. The company’s newsletter, *Inside the Dish*, appears every Friday and covers the organization’s cash position, the week’s news, praise and appreciation, plans for the upcoming week and sales comparisons to the same period the previous year. At staff lunches on Wednesdays, employees participate in activities that encourage financial transparency and individual involvement.

**Health and Safety**
Throughout its 22 years in business, and with more than 30,000 events in just the last three years, Tasty Catering has earned an exemplary safety record. Because food safety is the most important issue it faces, the firm employs more than 30 culinarians who are state-certified food sanitation experts. Consequently, the company has never had a substantiated food-borne illness incident. Keeping an eye on safety, all staff members are specifically trained for their department’s equipment with crew leaders receiving a mandatory safety training review annually.

**Employee Growth and Development**
Pro-education all the way, Tasty Catering operates its own in-house *Tasty Catering University* offering five “majors” including business, English, sales, food science and professional development. In 2013, each employee was required to log 40 hours of company-sponsored courses and workshops such as “How We Do That,” “The Greening of Tasty Catering,” “Generation Integration” and “Finance Basics,” among many others. Moreover, the company pays for all professional certification, licenses and course work for everyone from chefs to sales staff, executives and special event planners.
Work-Life Balance
The company supports its philosophy of work-life balance in multiple ways. Tasty Catering’s Logistics Director sees to it those who wish to worship on Saturday or Sunday mornings can do so without a scheduling conflict. As Tasty Catering’s owners come from a family of 11 children, they know the value of family and have put policies into place to support this. The company acknowledges that family emergencies do occur and, as such, are sufficient reason to leave work or take time off with no penalty.

Employee Recognition
Tasty Catering’s newsletter is the means by which employees and team members praise and support one another beyond the confines of their individual departments. Furthermore, the company regularly celebrates its staff through work anniversaries, spontaneous praise and recognition and offsite quarterly parties. The company turns work anniversaries into special occasions at lunch on the third Wednesday of every month, where honorees get to design their own menu, the company presents them with a $50 check for each year worked and colleagues share stories about the honoree’s positive contributions.

The Bottom Line
The primary benefit of clearly articulated company policies is that staff members know exactly what is expected of them. They know they will always be treated with respect. They enjoy freedom with responsibility as it relates to their job and function. They know they have flexibility to meet family needs as they arise. And their efforts are regularly rewarded. For Tasty Catering, the benefits of such a culture go well beyond job satisfaction. In addition to high staff morale, last year’s business showed a 14 percent rise in sales and a 117 percent increase in profits.

TakeAway
- Culture-based leadership model
- Financial transparency
- Perfect food safety record
- Tasty Catering University courses
- Employee recognition
BULLYING

It doesn’t just happen in schoolyards. It occurs in the workplace, too, and can have harmful effects on health, morale and productivity.

For information on how to identify, prevent and address workplace bullying visit apaexcellence.org/bullying.

APA Center for Organizational Excellence
The Inspiration Project has strengthened the organization's mission to advance the health, balance and hope of its community.

**Employee Involvement**

*Indiana* – With offices in three towns and more than 200 employees, Porter-Starke Services is a licensed community mental health center for adults, families, adolescents and children with mental health or substance abuse issues. Two years ago, as a morale-booster for both its staff and the people it serves, Porter-Starke launched The Inspiration Project – a uniquely innovative program incorporating the *This I Believe* storytelling model. Since then, the program has taken on a life of its own and continues to engage participants and readers alike.

In the 1950s, *This I Believe* was an immensely popular radio series hosted by journalist Edward R. Murrow in which the likes of Eleanor Roosevelt, Jackie Robinson, Helen Keller and Harry Truman – as well as business leaders, cab drivers and scientists – shared the guiding principles by which they lived. Today, *This I Believe* is an international organization in which participants write and share essays that describe their core values. More than 100,000 essays written by people from all walks of life are archived on the website thisibelieve.org, heard on public radio, chronicled through books and featured in weekly podcasts.

In January 2012, Porter-Starke introduced *This I Believe* to employees and other organizations and sponsored writing workshops for all who were interested. In May 2012, it debuted The Inspiration Project at its annual Mental Health Symposium featuring keynote speaker Dan Gediman, executive director of *This I Believe*. More than 300 audience members heard participating Porter-Starke employees read their essays to great acclaim. In its first year, more than 150 employees participated and shared their own statements of personal belief – stories that have brought the Porter-Starke family closer together. The Inspiration Project has strengthened the organization’s mission to advance the health, balance and hope of its community while helping Porter-Starke employees get in touch with what inspired their career choices in the first place. Today, essays can be read or submitted online at porterstarke.org.

**P.S.** Porter-Starke also encourages its employees to maintain their physical health by providing weekly “Fitness Friday” classes that may include yoga, meditation, massage, acupuncture and dance.
Employee Involvement

Employees at St. Luke’s are active participants in organizational policy thanks to many staff-run committees, self-managed work groups, and problem-solving and continuous-improvement teams. In addition, there is a dedicated focus on Lean principles, designed to meet patient needs as efficiently as possible. In 2010, St. Luke’s hired a full-time Lean coordinator to conduct ongoing staff training and coordinate process improvement projects. Since then, nearly 200 St. Luke’s staff have completed a comprehensive 11-session Lean curriculum.

Health and Safety

St. Luke’s commitment to safety is upheld by a number of committees including its Safe Patient Handling Committee, Safety Committee and Employee Health Committee. Largely due to these efforts, there has been a decline in the number of workplace injuries and worker’s compensation claims over time, despite an increase in the total number of employees. With its Safe Patient Handling Committee, established to improve the number, frequency and severity of injuries in the nursing units and to improve overall patient care and safety, St. Luke’s was truly at the forefront of developing protocols that have now become the legal standard.

Employee Growth and Development

St. Luke’s encourages employees to participate in educational programs to increase their knowledge and skills in their current job or in a possible future position within the organization. The hospital’s Education Department offers more than 200 skills and certification courses that so far have served nearly 2,000 employees and other health care professionals. To support new managers and directors, the hospital’s human resources department worked with a management consultant to develop a seven-session seminar focusing on personal leadership principles.

Minnesota – As a hospital, St. Luke’s scores off the charts in employee retention, job satisfaction, health and morale because all who work there have an active say in the policies that affect them and their patients.
Work-Life Balance
St. Luke’s provides flexible spending account benefits to assist with dependent childcare or eldercare costs along with adequate paid time off for holidays, sick days and vacations. In addition to paid time off, St. Luke’s offers several personal leaves of absence and flexible leave options beyond those required by law.

Employee Recognition
Main Artery, St. Luke’s weekly newsletter, contains a “Department of the Month” column that highlights a different department, unit or clinic, introducing employees and explaining what they do. Every year, St. Luke’s recognizes hundreds of individuals at the annual Employee Service Awards Dinner, with special shout-outs to those who reach designated service milestones. The Team of the Month program is a peer-to-peer morale builder in which employees nominate outstanding teams in the organization. The holidays include an annual Christmas Tea for staff and cash vouchers to local businesses.

The Bottom Line
Low turnover rates, high productivity, an average employee tenure of 11 years, workforce stability and an outstanding safety record all make St. Luke’s an attractive place to work for dedicated healthcare professionals. One of the most impressive statistics, and one that plays a significant role in controlling costs, is the 55 percent reduction in the number of lost-time claims reported. The cost of worker’s compensation claims, for example, declined from more than $1 million in 2006 to less than $200,000 in 2010.

TakeAway
• Team spirit, self-management
• Cutting-edge safety protocols
• Education programs for enhanced job skills
• Staff loyalty = low turnover
Employee Involvement
At CAB, every voice is heard and respected. The organization has an open-door policy from the top down, with supervisors holding weekly or biweekly meetings to keep the lines of communication open at all times. Division retreats, regular brainstorming sessions, biweekly breakfast meetings, team-building training, workshops and community outreach all build positive relationships among team members. Employees also play an active and enthusiastic role in planning CAB-sponsored special events and seminars.

Health and Safety
CAB’s progressive approach to health issues includes a comprehensive wellness program. CAB covers the tab for gym memberships and employs an onsite wellness coach who leads four midday workouts weekly, provides periodic group stretch sessions, facilitates a bimonthly weight-loss management group, optional weigh-ins and blood pressure checks and offers 15- to 30-minute one-on-one coaching sessions. A clinical psychologist is onsite monthly as well, providing stress management sessions and confidential one-on-one appointments on company time at no cost to employees.

Employee Growth and Development
CAB has a vibrant history of challenging and engaging employees through opportunities for learning and development. For example, in 2011 CAB began a yearlong, onsite Leadership Development Series that is open to all employees. The series consisted of ten half-day sessions spread over the course of the year that explored communication, trust, conflict resolution, responsibility and strategic thinking. CAB continued the program in 2012, revisiting the issues and going deeper with topics such as leadership versus management, empowering leaders and leadership roles.

Certified Angus Beef
Kudos for a Job Well Done
Ohio – Certified Angus Beef (CAB) stands out in the community and the industry through its robust employee programs, incentives and development opportunities. This has resulted in employee referrals, a plethora of high-quality applicants, a reduction in sick time and very low turnover rates. Corporate programs that simultaneously serve both employee interests and the bottom line mean financial prosperity, good health and a sense of well-being for all concerned. Simply stated, CAB has built a win-win situation with its employees.
Work-Life Balance
CAB’s family-centered culture allows staff to deal with unexpected life needs, issues or emergencies with the full support of management. To promote work-life balance, supervisors regularly review staff workloads and make adjustments when needed, particularly for those who are required to travel frequently. The company also sponsors the services of a wellness coach, a psychologist, a physician, a certified financial planner, an attorney, a chair masseuse, and dry-cleaning and alteration services. All services are available at a substantial discount or free of charge.

Employee Recognition
Public recognition and in-person acknowledgment for contributions to the organization and for professional and personal accomplishments frequently occur during CAB’s biweekly staff breakfast meetings. CAB also expresses appreciation through special events such as patio parties with live music and games, Certified Angus Beef brand steaks on the grill and homemade cake and ice cream. To cap off the year, CAB’s president and vice president present service awards at the organization’s annual formal holiday dinner.

The Bottom Line
In creating a healthy, positive, balanced and productive workplace, CAB has captured the heart of business at its best – where people are clearly viewed as the most important resource. At the same time, staff support makes good business sense. Since beginning its health and wellness initiatives, the company has enjoyed single-digit renewal increases in health insurance premiums, saving hundreds of thousands of dollars. Optimism and integrity expressed from the top down and filtering throughout makes Certified Angus Beef a psychologically healthy place to work.

TakeAway
• Optimism and integrity from the top down
• Open-door communication policy
• Fitness programs keep health up, weight down
• Culture of continuous learning
• Management and scheduling flexibility
One hundred percent of BCHD employees say they feel supported in their efforts to be healthier.

Health and Safety

California – Both staff and management at Beach Cities Health District (BCHD) – a wellness agency that delivers more than 70 preventive health programs and services to 120,000 residents in the Southern California coastal communities of Hermosa Beach, Manhattan Beach and Redondo Beach – really walk the walk. In creating its Thrive to 5 Challenge, BCHD got co-workers moving while giving them plenty of food for thought.

Representatives from each department formed an Employee Wellness Committee with the specific mission to “improve overall well-being by encouraging our team to thrive and have fun!” The Thrive to 5 Challenge motivated employees to complete at least five wellness activities in a three-month period as well as bond with fellow co-workers who have similar interests:

- **Physical Well-Being**: Maintain a healthy body weight with good nutrition and regular exercise, make informed decisions about health and seek medical assistance when necessary.
- **Emotional Well-Being/Personal**: Understand and adequately cope with life challenges by fostering optimism, self-esteem, self-acceptance and the ability to share feelings.
- **Emotional Well-Being/Social**: Successfully interact with people and establish supportive social networks through meaningful relationships with family, friends and colleagues.
- **BCHD Activity**: Participate in activities such as employee exercise classes, onsite gardening club, walking groups and BCHD-sponsored events such as the yogurt social, Food Fest potluck and holiday brunch.
- **Personal Goal**: Accomplish one personal "bucket list" goal. Examples might be taking a cross-country trip, paddleboarding on the Pacific Ocean or learning how to salsa dance.

Each day during the challenge when they walked into the office, the first thing staff saw was a “wellness board” that listed their own progress as well as that of their peers – concrete examples of company-wide encouragement. In a recent survey, 100 percent of BCHD employees said they feel supported in their efforts to be healthier.

P.S. BCHD’s employee garden gets employees moving outside, where they learn about growing healthful food and taste the fruits of their labor.
To learn more about proactively managing work-related stress, visit apaexcellence.org/workstress.

Employers and staff alike rank stress as a top risk issue in the workplace.

APA Center for Organizational Excellence
Employee Involvement

USC employees have a strong voice though their Staff Assembly – a 60-member, officially recognized branch of the university’s governance system that exists to promote their growth and welfare. Through various subcommittees, the Staff Assembly conducts research and provides recommendations on any and all matters related to work, environment, benefits and policy. University staff members are also enthusiastic community volunteers. Based on its outstanding record of community involvement, USC was selected as one of 81 “Colleges with a Conscience” by The Princeton Review.

Health and Safety

As the largest private employer in the Los Angeles area, USC’s comprehensive employee wellness program has reaped workplace benefits that go well beyond decreased medical costs and return on investment. This includes positive impacts on productivity, absenteeism, morale, recruitment success and turnover. In 2010, USC became the first university in the world to earn an International Safe Community designation from the World Health Organization in recognition of its work in educating its population on what to do in a natural disaster, how to be safe in an urban environment and how to stay mentally and physically healthy.

Employee Growth and Development

USC is all about opportunity. The university provides free tuition for employees, dependents and spouses, professional development classes on work-related subjects, career counseling and coaching. Among its numerous programs, The Center for Excellence in Teaching works with faculty in sharing visions, talents, perspectives and teaching philosophies through a variety of events and online resources. A Faculty Fellows program, developed by and for faculty, operates a small academy of exemplary teachers and scholars who serve as mentors. Other programs include Talent Management, Trojan Leadership Academy, Women in Management and Women in Science and Engineering.
Work-Life Balance

Founded in 1980, The USC Center for Work and Family Life (CWFL) is the hub for integrated services designed to help faculty, staff and their families manage work-life issues. CWFL’s top priority is the healthy balance between personal and professional lives from pre-employment through retirement. CWFL’s core services include brief, fully confidential, solution-focused counseling for a wide range of personal and work-related concerns, consultative support for faculty, managers and departments, referrals for dependent care, workshops on stress management and other diverse programs and services to help employees find and preserve a healthy work-life balance.

Employee Recognition

Professors and faculty are regularly recognized for their outstanding research both individually and in teams. The Steven Sample Teaching and Mentoring Award annually recognizes professors for distinguished teaching. The President’s Award for Staff Achievement, presented annually to an employee who has made significant contributions to enhancing the university, carries a $2,000 honorarium. The Staff Assembly and the Staff Club jointly offer a monthly Staff Recognition Award for extraordinary employees and job performance. And the Office of Student Affairs has a “Pat on the Back” program to recognize staff for personal, academic and professional accomplishments that includes eight Annual Outstanding Awards in honor of service, dedication, innovation and collaboration.

The Bottom Line

USC’s central mission is the development of human beings in particular, and society as a whole, by cultivating and enriching the mind and spirit. Because The Trojan Family is one of its most valuable assets, the university is dedicated to helping everyone employed there – whether faculty, administrator or staff – maintain good health and live fulfilling lives. USC-sponsored social media and its robust websites play key roles in informing and enlightening everyone about its rich array of available programs.

TakeAway

• Staff participation in governance
• Wellness programs
• Diversity of opportunities for professional growth
• Center for Work and Family Life
• Culture of acknowledgment

USC has been identified as one of the “Great Colleges to Work For” every year since *The Chronicle of Higher Education* launched its recognition program in 2008.
A psychologically healthy workplace fosters employee health and well-being while enhancing organizational performance.

Although there is no “one-size-fits-all” approach to creating a psychologically healthy workplace, the practices that help create a healthy and productive work environment can be grouped into five categories:

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

**Employee Involvement**

Efforts to increase employee involvement empower workers, involve them in decision making and give them increased job autonomy. Employee involvement programs can increase job satisfaction, employee morale and commitment to the organization as well as increase productivity, reduce turnover and absenteeism and enhance the quality of products and services.

**Health and Safety**

Health and safety initiatives improve the physical and mental health of employees through the prevention, assessment and treatment of potential health risks and problems and by encouraging and supporting healthy lifestyle and behavior choices. Health and safety efforts include a wide variety of workplace practices that can help employees improve their physical and mental health, reduce health risks and manage stress effectively. By investing in the health and safety of their employees, organizations may benefit from greater productivity and reductions in health care costs, absenteeism and accident/injury rates.

**Employee Growth and Development**

Opportunities for growth and development help employees expand their knowledge, skills and abilities and apply the competencies they have gained to new situations. The opportunity to acquire new skills and experiences can increase employee motivation and job satisfaction and help workers more effectively manage job stress. This can translate into positive gains for the organization by enhancing organizational effectiveness and improving work quality, as well as by helping the organization attract and retain outstanding employees. By providing opportunities for growth and development, organizations can improve the quality of their employees’ work experience and realize the benefits of developing workers to their full potential.

**Work-Life Balance**

Programs and policies that facilitate work-life balance generally fall into two categories: flexible work arrangements and resources to help employees manage their non-work demands. Conflict between work and other life responsibilities can diminish the quality of both work and home life for employees, which in turn can affect organizational outcomes. Efforts to help employees improve work-life balance can improve morale, increase job satisfaction and strengthen employees’ commitment to the organization. Additionally, the organization may reap benefits in terms of increased productivity and reduction in absenteeism and employee turnover.
Employee Recognition
Employee recognition efforts reward employees both individually and collectively for their contributions to the organization. Recognition can take various forms: formal and informal, monetary and non-monetary. By acknowledging employees for their efforts and making them feel valued and appreciated, organizations can increase employee satisfaction, morale and self-esteem. Additionally, the organization itself may benefit from greater employee engagement and productivity, lower turnover and the ability to attract and retain top-quality employees.

The Role of Communication
Communication plays a key role in the success of any workplace program or policy and serves as the foundation for all five types of psychologically healthy workplace practices. Communication about workplace practices helps achieve the desired outcomes for the employee and the organization in a variety of ways:

- Bottom-up communication (from employees to management) provides information about employee needs, values, perceptions and opinions. This helps organizations select and tailor their programs and policies to meet the specific needs of their employees.

- Top-down communication (from management to employees) can increase utilization of specific workplace programs by making employees aware of their availability, clearly explaining how to access and use the services and demonstrating that management supports and values the programs.

The Importance of Context
It is important to note that the success of any workplace effort is based in part on addressing the challenges unique to the particular organization and tailoring programs and policies to meet its specific needs. Workplace practices do not exist in isolation. Each functions in relation to other programs and policies the organization has in place as well as internal and external environmental factors. The complex nature of these relationships highlights the importance of taking a comprehensive approach to creating a workplace in which both employees and the organization can thrive.

For more information about the psychologically healthy workplace practices described above and examples from award-winning organizations, visit apaexcellence.org.
2014 Psychologically Healthy Workplace Award Winners

Certified Angus Beef

St. Luke’s

Tasty Catering

University of Southern California

2014 Best Practices Honorees

Beach Cities Health District

Framework

Porter-Starke Services
About the American Psychological Association

The American Psychological Association, in Washington, DC, is the largest scientific and professional organization representing psychology in the United States. APA's membership includes more than 134,000 researchers, educators, clinicians, consultants and students. Through its divisions in 54 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives. Find out more at apa.org.

APA Center for Organizational Excellence

About the Center for Organizational Excellence

The American Psychological Association’s Center for Organizational Excellence works to enhance the functioning of individuals, groups, organizations and communities through the application of psychology to a broad range of workplace issues. The Center houses APA's Psychologically Healthy Workplace Program, a public education initiative designed to engage the employer community, raise public awareness about the value psychology brings to the workplace and promote programs and policies that enhance employee well-being and organizational performance. Find out more about the Center’s resources for employers and the psychologists who work with them at apaexcellence.org.
Find yourself in good company.

Would you like to join the winning organizations featured here? Visit apaexcellence.org to learn how to apply for a Psychologically Healthy Workplace Award and to access timely information and resources that will help your organization and employees thrive.

Psychologically Healthy Workplace Program