A MULTI-DISCIPLINARY APPROACH FOR PROMOTING HEALTH AND WELLBEING

Evelien Wanders-Plijter
Tenant & Partner
Sweden
Tillsammans skapar vi ett inspirerande och meningsfullt arbetsliv.
Well-being is the subjective state of being healthy, happy, contented, comfortable and satisfied with one’s quality of life.

(Waddell & Burton, 2006).
(Felce & Perry 1995, Danna & Griffin 1999, Diener 2000)
Outline

1. Why?
2. Multidisciplinary approach
3. Getting started
1. Why?

2. Multidisciplinary approach

3. Getting started
Mental health conditions in adolescents

Worldwide, it is estimated that 10–20% of adolescents experience mental health conditions, yet these remain underdiagnosed and undertreated. Signs of poor mental health can be overlooked for a number of reasons, such as a lack of knowledge or awareness about mental health among health workers, or stigma preventing them from seeking help.
• 3 risk factors (lack of activity, unhealthy diet and tobacco) and
• 4 chronic diseases (cardiovascular, type 2 diabetes, many cancers, chronic lung disease)
• Cause 50% of deaths worldwide
Employees with high feelings of well-being are more cooperative, more helpful, more time-efficient and stay longer with the organization (Spector, 1997)

A healthy, happy workforce is a vital component of a productive, successful business in the long-term (Harter, Schmidt & Keyes, 2003)

Just 15% of employees worldwide are engaged in their job (Gallup)

Engaged employees are more productive and organisations with engaged employees have a 37% lower absenteeism

Note: Slide provided by HERO-HEALTH, 2016. All rights reserved.
Outline

1. Why?
2. Multidisciplinary approach
3. Getting started
Collaboration is a prerequisite for creating a health promoting working environment
Salutogenic approach

Health care  ➔  Health
What are the causes of disease  ➔  What are the causes of health
How to treat disease  ➔  What contributes to good health
How to prevent disease?  ➔  What makes keeping good health easier

Pathogenic approach ➔  Salutogenic approach

(Aaron Antonovsky, 1979)
Together we create an inspiring and meaningful working life

Society – Clients – Organisation – Individuals - Partners

Tenant & Partner has zero tolerance in terms of work-related health issues.

This means that the employees should never have to be exposed to a situation at work that causes such negative impact that it affects the health of the person.
Everyone has a coach

Desentralized leadership

Tailormade & open fora

Advice processes

Sense of belonging to several groups

Transparent
- Fruit and healthy snacks
- Mindfulness training

- Monthly questionnaire

- Travelpolicy in the city focused on walking and cycling
- Coach

- Gym and strength training with a personal trainer
- T&P Wine club

- Running
- Golf

- Presentations for inspiration
- Summer party

- Incheckning
- Health insurance and paid sick leave

- Massage
- Health and sport contribution

- Family activities

- AED training
- Table tennis

- Physical aktivty during our company meetings
- Health insurance and paid sick leave

- Sport events and fees
- Summer party

- Healthy lunch

- Healthy lunch

- T&P Wine club

- Cooking course for healthy vegan food
Many methods and a lot of theory
The physical working environment

- Autonomy and freedom of choice
- Furniture
- Climate
- Light
- Nature
- Hygiene
- Safety
- Acoustics
- Privacy & territory
- Spatial lay-out
- Spatial lay-out
Autonomy and freedom of choice

Stockholm, Sweden

Stockholm, Sweden
Autonomy and freedom of choice

The Netherlands

Stockholm, Sweden
Privacy & territory

The Netherlands

The Netherlands

Stockholm, Sweden
Outline

1. Why?
2. Multidisciplinary approach
3. Getting started
Partners

Current situation

Analyse and inspire

Define and engage your stakeholders

Define health strategy and goals

Design the organisation

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Measuring and improving continuously

Define health strategy and goals

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!

Decision-making processes

Research, presentations and case studies

Involve management

Partners

Get started!
What is the main cause of stress in today’s office?
<table>
<thead>
<tr>
<th></th>
<th>Physical well-being</th>
<th>Emotional well-being</th>
<th>Social well-being</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical working environment</td>
<td></td>
<td></td>
<td>Focus workstations</td>
</tr>
<tr>
<td>Services/FM</td>
<td>Fruit and water</td>
<td></td>
<td>Phone free lunch</td>
</tr>
<tr>
<td>Digital working environment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership, culture, the way of working</td>
<td></td>
<td></td>
<td>Safety</td>
</tr>
</tbody>
</table>
Key take aways and learnings

A holistic approach is a prerequisite

Stakeholder management is key

Align with company strategy and goals

Focus on change management and behaviour

Create a culture of trust and psychological safety
Thank you!
Evelien Wanders-Plijter, Tenant & Partner

- +4676 545 1702
- evelien.wanders@tenantandpartner.com