

The overall health of an organization directly impacts employee wellbeing. A well-functioning workplace helps employees thrive, resulting in high staff retention, morale, engagement, and productivity. Our program helps organizations assess their overall health through the lens of employee wellbeing and recommends improvements in identified areas of concern.

WORKPLACE WELLBEING INDICATORS

Research around employee workplace wellbeing reveals 11 indicators at the individual, team, and organizational levels that impact a mentally healthy workplace.

- Burnout. Extent of emotional exhaustion and work engagement.
- Manager Support and Colleague Support. Extent to which colleagues and managers support and encourage.
- Distributive Justice. Extent to which employees perceive fairness in their pay, praise, etc.
- Control/Autonomy. Extent of independence on how to do the job.
- Work Demands. Extent of requirements on staff concerning hours, deadlines, quantity of work, taking breaks, and time pressures.
- Interpersonal Relationships. Nature of workplace relationships, such as friction, harassment, and bullying.
- Job Role. Extent to which employees understand their duties and responsibilities and fit into the bigger organizational framework.
- Organizational Change. Extent of employee involvement in an organization's change.
- Procedural Justice. Extent to which employees perceive fairness in organizational decision-making.

Mental Health America of Franklin County has developed a program that assesses your organization's workforce through a comprehensive questionnaire, focus groups, key staff interviews, and a review of turnover and absenteeism records and exit interviews. We create a detailed and informative profile of your workforce's wellbeing. Our data analysis identifies causes of turnover—or any other workforce behavior—needing attention. And then we make specific and practical recommendations for improving performance in identified areas of need.

Workplace Wellbeing

When your workplace is healthy, your employees thrive

Cost and Timing

In 2016-2017 there is no cost on a first come, first served basis for up to eight OhioMHAS licensed organizations as the program is funded by the Department. However, the project requires staff time and attention for the assessment, review, and recommendation process. The entire confidential process can be completed in six to eight weeks from start to finish.

Organizational Requirements

The following outlines what will be required from your organization to complete a successful assessment.

- Work time for all employees to complete the 10-15 minute, 80-item questionnaire that forms the basis of your workforce's psychological wellbeing profile.
 - HR time to recruit staff participants and staff time to participate in up to two one-hour focus groups of 8-10 staff members each. The focus groups provide much needed qualitative information that drills down into the key issues identified after our analysis of the questionnaire results.
 - HR time to recruit 3-6 key staff members and time for identified staff to participate in one-hour interviews that also provide deeper qualitative information about key issues.
 - HR time to gather reports on absenteeism, turnover, and exit interviews for review by our team.
 - Senior staff time to hear and process assessment results and recommendations.
 - Dialog with us on how our team might help with implementation of the recommendations your organization chooses to work on.
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Contact

If your organization is interested in participating, contact Kenton Beachy, MHAFC Executive Director at kbeachy@mhafc.org or 614.221.1441.