



# The Psychologically Healthy Workplace: Building a Win-Win Environment for Organizations and Employees

*Matthew J. Grawitch and David W. Ballard*

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The psychologically healthy workplace has received much public attention in recent years. But how exactly can a psychologically healthy workplace be created and maintained? What steps can organizations take, without sacrificing the bottom line, to build a culture that optimizes long-term value for employees, management, and shareholders alike? In this book, top scholars focus on the complex interplay between employee and organizational outcomes across five key intervention areas, including: Employee involvement fostering creativity and autonomy of employees, and encouraging involvement in organizational decision-making); Work-life balance providing employees increased flexibility in when, where and how often they work, as well as assistance in navigating life challenges outside of work; Employee growth and development career development and programs to increase competencies; Employee recognition monetary and non-monetary awards in response to significant achievements; and Health and safety promoting healthy behaviors alongside prevention, assessment, and treatment of potential health problems.

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