Creating psychologically healthy workplaces

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INCREASE ENGAGEMENT  I  ENHANCE PERFORMANCE  I  BUILD RESILIENCE
My journey
‘Not good enough’
Work - Positive impact on wellbeing
Work - Negative impact on wellbeing
Health = Balance between Job Resources & Job Demands

Evangelia Demerouti & Arnold B. Bakker 2007
Job Resources

Motivation  Health  Engagement  Performance
Job Demands

Burnout  Disengagement  Illness  Underperformance
OH, MY GOD... I FORGOT I HAD CHILDREN
Resilience ???????
Workplace culture

Organisational values, Formal Policies, Procedures and Systems

Informal Practices, Behaviors and Symbolic Actions

Individual Beliefs, Values and Attitudes
Am I in danger?
Do I belong?
Social context

- Communication
- Myths
- Purpose
Reactive brain
Low Road
Distrust

I don’t trust you!

Do I like this?

Is this good or bad?
Reactive thinking

- Black/White
- Good/Bad
- Male/Female
- Right/wrong
Emotional hijack
Thinking brain

High Road

Trust
Lack of awareness

self/others
How do we create healthy workplaces
WHAT'S YOUR NEXT STEP?
1. Data collection
2. Evidence based holistic approach
3. Commitment
   a. Management psychological flexibility
   b. Understanding of risks
4. Engagement and communication strategy
5. Psychologically Flexible workforce
The question we need to answer