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


*Matthew J. Grawitch, David W. Ballard*  
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## THE PSYCHOLOGICALLY HEALTHY WORKPLACE

Building a Win-Win Environment  
for Organizations and Employees



EDITED BY  
MATTHEW J. GRAWITCH and DAVID W. BALLARD

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**Matthew J. Grawitch, David W. Ballard : The Psychologically Healthy Workplace: Building a Win-Win Environment for Organizations and Employees** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Psychologically Healthy Workplace: Building a Win-Win Environment for Organizations and Employees:

2 of 2 people found the following review helpful. A Comprehensive Look at the Psychologically Healthy Workplace

PracticesBy William McPeckAs a student of healthy workplaces, I thought it was important to read this book, despite its not being an inexpensive book. I also thought the book would be of value as my current work involves helping employers create healthy workplaces with healthy employees.Dr. Grawitch's research has identified five practices associated with a psychologically healthy workplace. The five include:1. Employee involvement2. Work-life balance3. Employee health and safety4. Employee growth and development5. Employee recognitionGrawitch's research also found that communication is the hub of the wheel that links the five practices together.Following an introductory paragraph, the book is organized around each of the five practices. Each practice area is reflected in two chapters. The first chapter related to the practice is written by an academic researcher or scholar familiar with the published research literature related to the practice. The following chapter is written by program practitioners who address the practical applications of the particular practice. This approach makes for a very in-depth exploration of each of the five practices. As a practitioner who strives to implement practices based on the available research results, I particularly appreciated the combined research and practical application approach to each of the five practices.The book "was designed to be a resource for scholars and practitioners interested in the various aspects of a psychologically healthy workplace." This notice should serve as a warning to potential readers that the content, though valuable and worth reading, is not necessarily light reading.0 of 0 people found the following review helpful. Five StarsBy CustomerGreat

In this book, top scholars examine how a psychologically healthy workplace is constructed and maintained. They focus on 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 nonmonetary awards in response to significant achievements; and health and safety—promoting healthy behaviors alongside prevention, assessment, and treatment of potential health problems.

"An exceptional volume of original and seminal scholarship." --Midwest Book From the Inside FlapThe "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.About the AuthorMatthew J. Grawitch , PhD, is a professor in Saint Louis University's (SLU) School for Professional Studies (SPS), the academic unit responsible for providing education to working professionals. During his time at SPS, he has held numerous roles, including chair of the Organizational Studies Program, director of the Leadership and Organizational Development master's program, associate dean of academic development, and interim dean. Dr. Grawitch currently serves as the associate dean of graduate and professional education. In that role, he performs two primary duties. He guides the direction of graduate education within the school, focusing specifically on the MA program in Leadership and Organizational Development and the MS program in Applied Analytics while teaching courses in the areas of leadership, the healthy workplace, and evidence-based decision making. He also works with the Center for Workforce and Organizational Development at SLU to oversee assessment and consultation services for client organizations and leads research and analytic efforts at the school. Dr. Grawitch conducts most of his research in the areas of stress and the healthy workplace and currently serves as the primary research consultant to APA for its Psychologically Healthy Workplace Program. He is dedicated to bridging the gap between scientists and practitioners as it relates to developing, implementing, and evaluating programs related to workplace health and stress. He is a frequent writer and presenter on psychological health in the workplace. Dr. Grawitch received his doctorate degree in organizational psychology from Saint Louis University. David W. Ballard , PsyD, MBA, is assistant executive director for organizational excellence at APA. In that capacity, he provides leadership, direction, evaluation, and management for all activities related to APA's Center for Organizational Excellence, which works to benefit society and improve people's lives through the application of psychology to a broad range of workplace issues. The Center houses APA's Psychologically Healthy Workplace Program (PHWP), 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. The PHWP includes APA's

Psychologically Healthy Workplace Awards; support of local programs currently implemented by 56 state, provincial, and territorial psychological associations; and a variety of resources for employers and the psychologists who work with them. Dr. Ballard has provided research, consultation, and training services to government agencies, corporations, medical schools, and universities in the areas of workplace health and productivity, public health, prevention, and health care finance and has experience in management, marketing, and consumer research. He is currently on the board of directors of The Health Project/C. Everett Koop National Health Awards. He previously served on the board of directors for the Health Enhancement Research Organization and the External Advisory Board for the Mayo Clinic Center for Social Media, as well as on workplace advisory bodies for the National Business Group on Health and Partnership for Prevention. Dr. Ballard received his doctorate in clinical psychology and his MBA in health and medical services administration from Widener University, where he completed concentrations in organizational and forensic psychology.