

# Workplace Wellbeing: Making it Happen

Dr Neil Thompson

# Work: positive and negative

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# Work: positive and negative

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- Work can be rewarding, enriching and an important part of our identity

# Work: positive and negative

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- Work can be rewarding, enriching and an important part of our identity
- But it can also be stressful and extremely damaging



*Vicious  
circles*

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# *Vicious circles*

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- Struggling to cope



# *Vicious circles*

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- Struggling to cope
- Pathologizing stress



# Vicious circles

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- Struggling to cope
- Pathologizing stress
- Sickness absence and staff turnover





**V2V**

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# V2V

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- The central role of leadership



# V2V

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- The central role of leadership
- Management-worker relations (best vs. most)



# V2V

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- The central role of leadership
- Management-worker relations (best vs. most)
- The wellbeing interventions continuum

# *The wellbeing interventions continuum*



Individual



Team



Organisation



Society





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