

WHY INVEST IN YOUR PEOPLE AND THE PSYCHOLOGICAL HEALTH OF YOUR ORGANIZATION?

- Stress-related absenteeism costs employers \$3.5 billion each year (Statistics Canada 2003).
- Mental health concerns result in \$8 billion annually of lost productivity (CMHA, Mental Health & the Workplace, Canadian Business Magazine, 2003).

Psychologically healthy workplace practices will benefit employee well-being and promote organizational improvements in the following ways:

- **Increase** employee health and wellness, morale, attraction and retention, performance, productivity, and job/customer satisfaction.
- **Decrease** absenteeism, turn-over, conflict, complaints, illness/injury, and health care costs.

WHAT ARE SOME PSYCHOLOGICALLY HEALTHY WORKPLACE PRACTICES?

Employee Involvement

Empowering employees by involving them in decision-making and offering job autonomy.

Work-Life Balance

Offering employees flexible work schedules and other benefits.

Employee Growth and Development

Providing opportunities for continuing personal and professional development.

Health and Safety

Providing benefits that help employees optimize their physical and mental health and develop healthy lifestyles.

Employee Recognition

Rewarding employees through both tangible rewards and meaningful expressions of thanks.

For further information on psychologically healthy workplace practices visit www.phwa.org

WHAT ROLES DO PSYCHOLOGISTS PLAY IN ACHIEVING WORKPLACE HEALTH?

With scientific training and objective understanding of human behavior, psychologists are uniquely qualified to provide solutions at individual, team and organizational levels in a variety of ways:

- **Psychometric Testing and consulting:**
 - Employee selection
 - Performance coaching
 - Succession planning
 - Leadership development
- **Managing Change & Transition**
- **Conflict Resolution**
- **Team & Organization Development**
- **Stress Management & Mental Health**

Psychologists are uniquely positioned to partner with you in resolving your most difficult problems.

WHAT IS A PSYCHOLOGICALLY HEALTHY WORKPLACE?

A psychologically healthy workplace fosters employee health and well-being while enhancing organizational performance and productivity (American Psychological Association).

- Employee Involvement
- Work-life Balance
- Employee Growth and Development
- Health and Safety
- Employee Recognition

Psychologists in Alberta are licensed professionals who possess Doctorate or Master level education. Psychology is a regulated profession under the Health Professions Act.

The Psychologists' Association of Alberta provides a free service to help you locate qualified psychologists in your community.

On-line referral service:
www.psychologistsassociation.ab.ca

Telephone Referral Service:
Edmonton 780-428-Talk (8255)
Calgary 403-246-Talk (8255)
Toll Free in Alberta 1-888-424-0297

Telephone Referral Service Hours:
8:30 a.m. – 4:00 p.m.
Monday – Friday

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The Psychologists' Association of Alberta calls for nominations on an annual basis for the PAA Healthy Workplace Initiative Award. For further information contact the PAA office or the PAA website at www.psychologistsassociation.ab.ca



THE PSYCHOLOGICALLY HEALTHY WORKPLACE

