



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

Matthew J. Grawitch, David W. Ballard

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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.

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