



Creating Healthy Workplaces: Stress Reduction, Improved Well-being, and Organizational Effectiveness (Psychological and Behavioural Aspects of Risk)

Caroline Biron, Ronald J. Burke

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The contributions in *Creating Healthy Workplaces* include a number of interventions that relate the efforts undertaken by researchers and organizations together, to reduce stress and improve the mental and physical health of employees through positive change initiatives.

Those working in the field of occupational stress have received criticism that too much emphasis has been placed on negative issues and that positive initiatives have been largely ignored. With the growing influence of the positive movement, this book explores the implications of using a positive approach as opposed to a stress management one and compares the types of interventions they each require. From a positive perspective, there is a need to understand the characteristics of healthy, thriving, and flourishing people and organizations. This book explores the implications of using a positive approach as opposed to a stress management one. Some of the interventions described in *Creating Healthy Workplaces* target individuals and their attitudes and behaviours, others target workplace relationships, work units and the wider organization. Outcomes such as reduced occurrences of smoking, obesity, depression, elevated blood pressure, accidents and workplace injuries, presenteeism, absence and staff turnover are reported. The factors associated with the success of these interventions are identified and advice is given as to how interested individuals and organizations might proceed to develop worksite interventions on their own.

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