



PPS Innovation in Workplace Wellbeing Fase 1

Heleen Wortelboer, 29 April 2019

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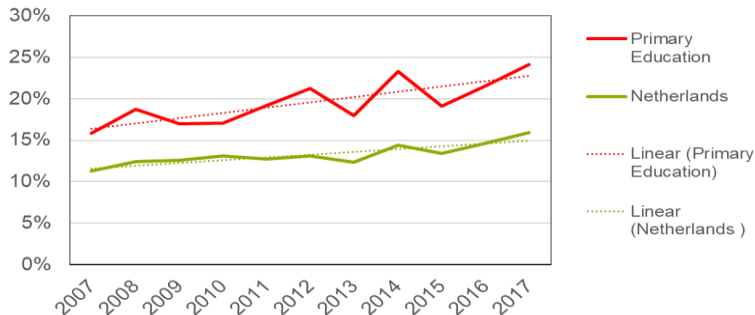
WHY?



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More than **1 million** people in the Netherlands suffer from chronic stress and stress-related complaints

Burn-out complaints (2007-2017; NL)



2,5 billion

euros is the pricetag of stress at work for Dutch society.

Workplace Wellbeing



Stress at work is occupational disease number 1.



32% of employees are highly disengaged in their jobs and **60%** of employees are not fully present at work.*

Only 16%

of all organizations have effective Wellbeing programs

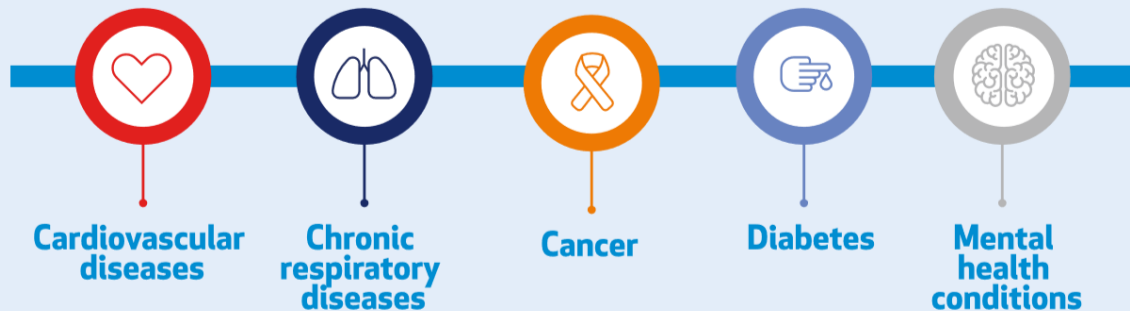
WHY?

Chronic stress reinforce the onset & progression of lifestyle-related diseases

THE THREAT



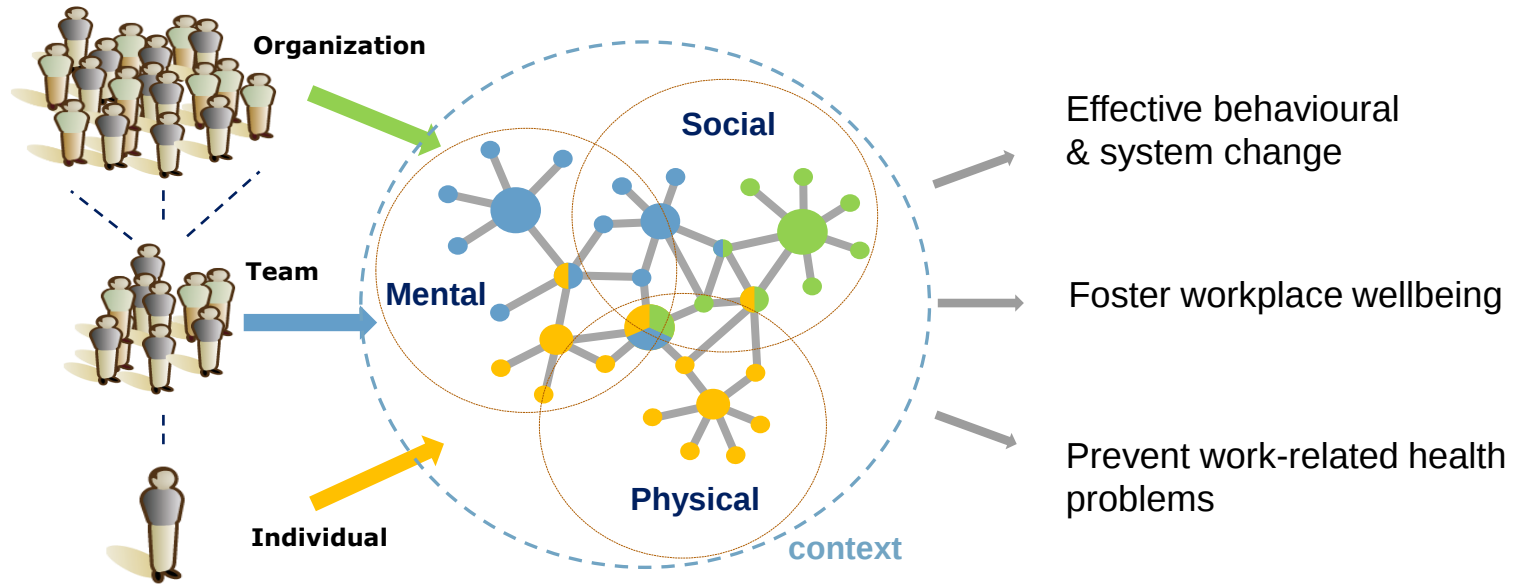
Noncommunicable diseases are collectively responsible for over 70% of all deaths worldwide, or 41 million people. This includes 15 million people dying prematurely, aged between 30 and 69.



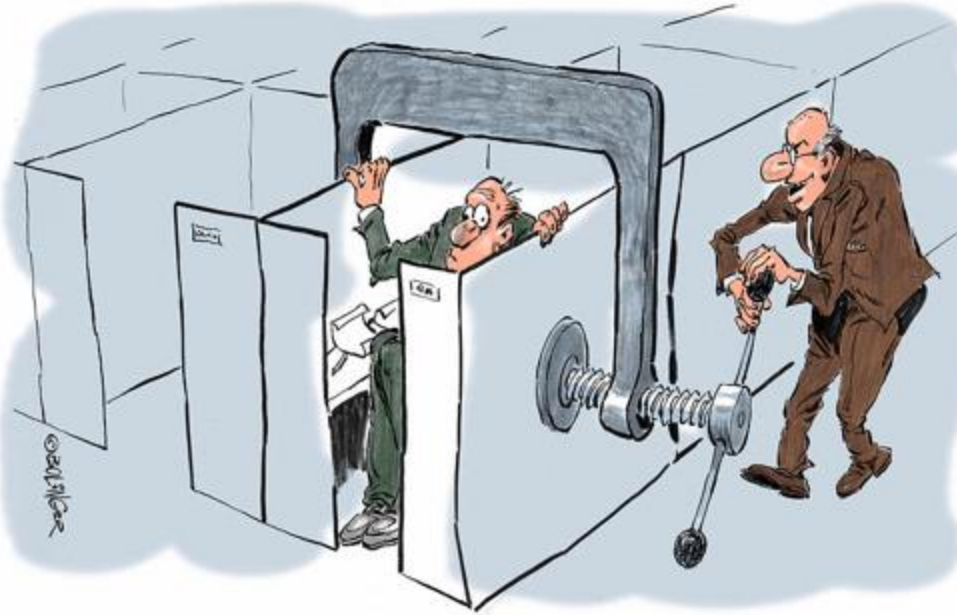
WHO Report, 2019 ;
Eller et al, 2009; Kivimaki et al, 2012;
Netterstrom et al, 2008; Bonde, 2008 ; Bongers et al, 2002; Da Costa & Vieira, 2009
Steensma et al, 2005; Duijts et al, 2007; Iles et al, 2008; Canivet et al, 2013

WORKPLACE WELLBEING: NESTED (SUB)SYSTEMS

MULTILAYER , ADAPTIVE, CONTINUOUSLY CHANGING OVER TIME



Not only the individual,
but the context and organisation play a crucial role



"Thompson, we need that report yesterday!"

IWW is different from other approaches

Wellbeing: a systems approach

We will position wellbeing as a resilient healthy state of integrated adaptive systems which are changing constantly. We will take into account the dynamic interactions of variables involved within the whole context and influencers of wellbeing.

Data Driven

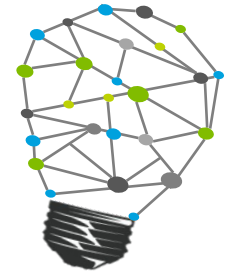
Data science and literature research will allow for knowledge to develop a new scientific-based system dynamic model regarding chronic stress & burn-out prevention.

Simulations of scenario's

During the research, the dynamics between organizational and individual factors will be simulated. Through workshops and interviews we'll gain insights in the bio-psycho and socio-cultural aspects that need to be incorporated in the model.

Preventing critical situations

Through the simulation model, we will be able to simulate scenarios and signal critical situations that can lead through burn-out or lower performance. By signaling early warnings, we can learn how to intervene in a timely and suitable way.



Common feature in nature



adaptive

non-linear

dynamic

resilience

feedback loops

self-organisation

nested (sub)systems

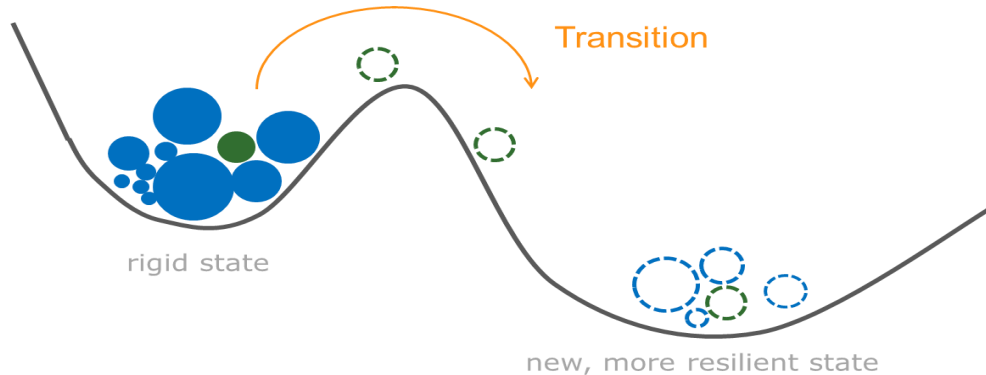
emergent behaviour

critical transitions

*outcome never 100% predictable,
but clear patterns when zooming out*



IWW : a Complex Systems Approach



Phase 1



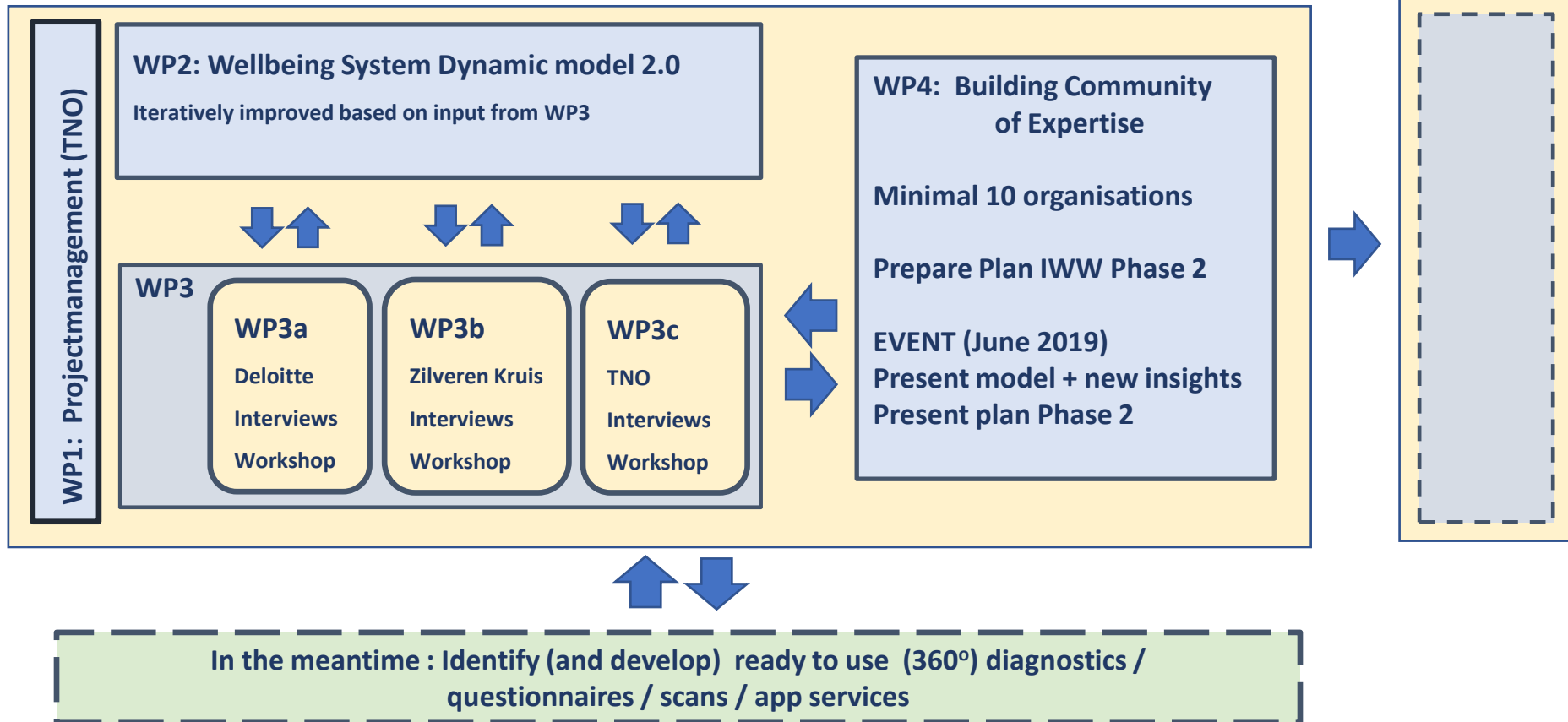
Phase 2

Aug 2018

IWW Phase 1 (ongoing, 250 k€)

July 2019

IWW
Phase 2



MODEL DEVELOPMENT

1. LITERATURE REVIEW
2. INTERVIEW DATA
3. WORKSHOPS STAKEHOLDERS

MODEL DEVELOPMENT

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Well-being at work is a dynamic, multidimensional concept that characterizes the quality of working lives.

Core of the concept: the subjective experience of feeling good (subjective well-being) and/or feeling authentic and meaningful in one's working life (eudaimonic well-being)

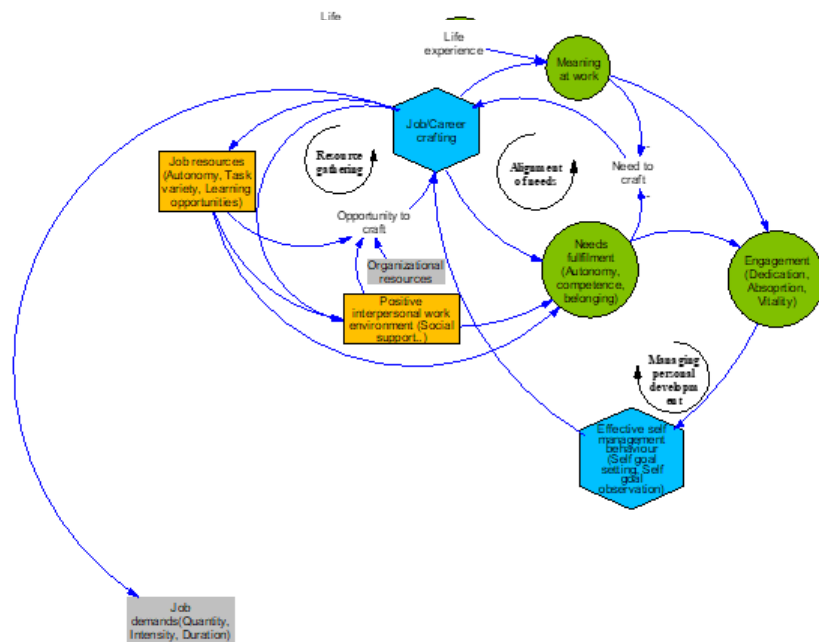


Work engagement
Job satisfaction

Work stress
Burnout & health complaints

MODEL DEVELOPMENT

- Engagement
- Burnout complaints
- Job satisfaction
- PsyCap
- Psychosocial safety climate
- Recovery
- Lifestyle
- Leadership
- Etc...

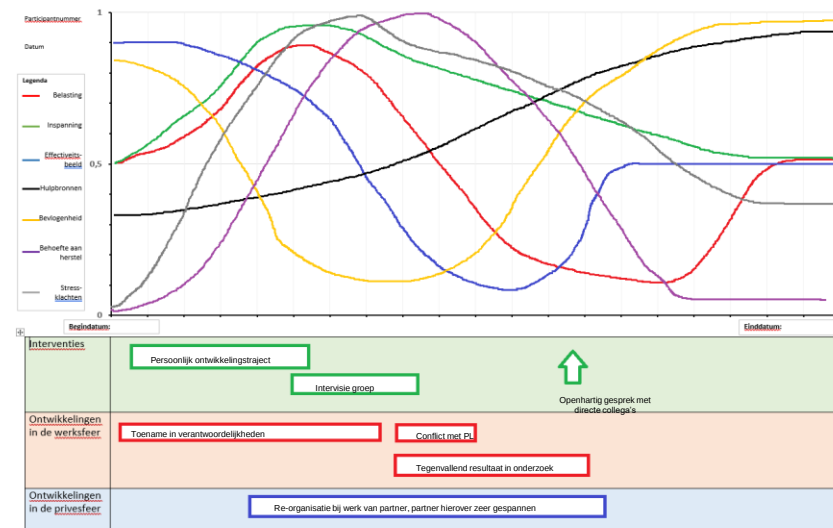
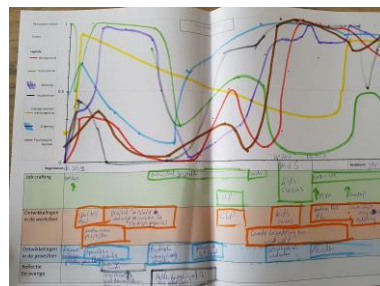
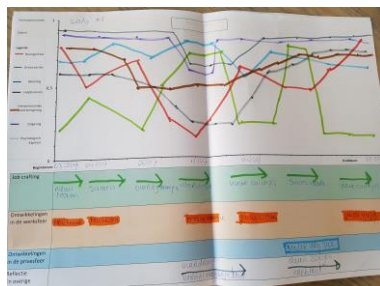


MODEL DEVELOPMENT

1. LITERATURE REVIEW

2. INTERVIEW DATA

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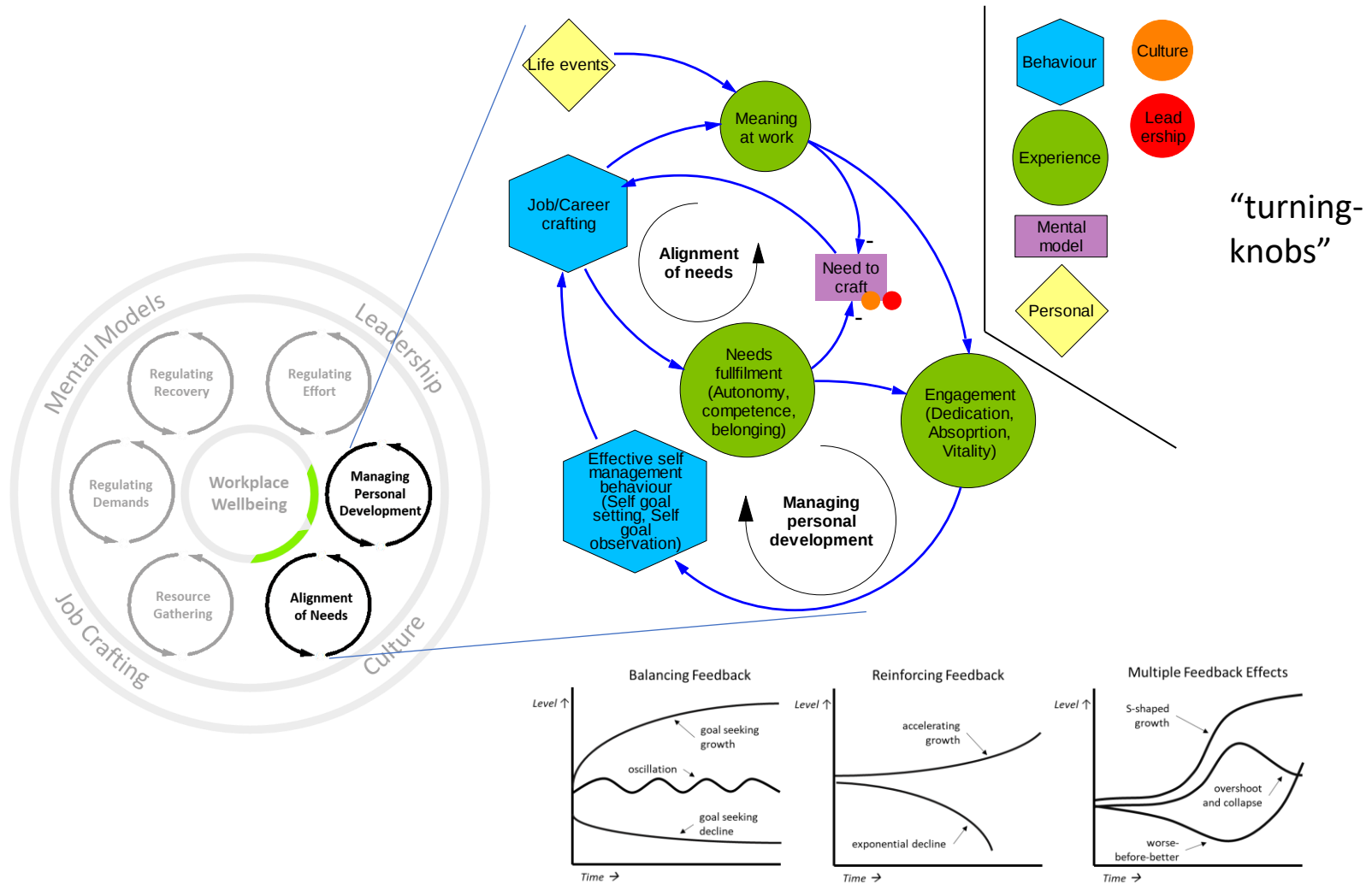
Draw and tell us your story:

- Choose a relevant period
- Indicate developments at work and in private situation
- Draw graphs of various variables
- Describe factor and interventions
- In depth interview

1. LITERATURE REVIEW
2. INTERVIEW DATA
3. WORKSHOPS STAKEHOLDERS



RESULT



RESULT

Individual wellbeing at work

Legenda



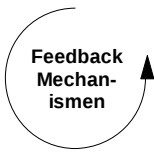
Factoren die veranderen over tijd, elkaar beïnvloeden en beïnvloed worden door "externe causale invloeden"



causale invloed in gelijke richting (positief verband)



causale invloed in tegengestelde richting (negatief verband)



Feedback Mechanismen

Feedbackmechanismen bestaan uit factoren die elkaar beïnvloeden en samen een versterkende of juist balancerende "feedbackloop" vormen. Deze "feedbackloops" verklaren niet-lineaire ontwikkelingen over tijd.

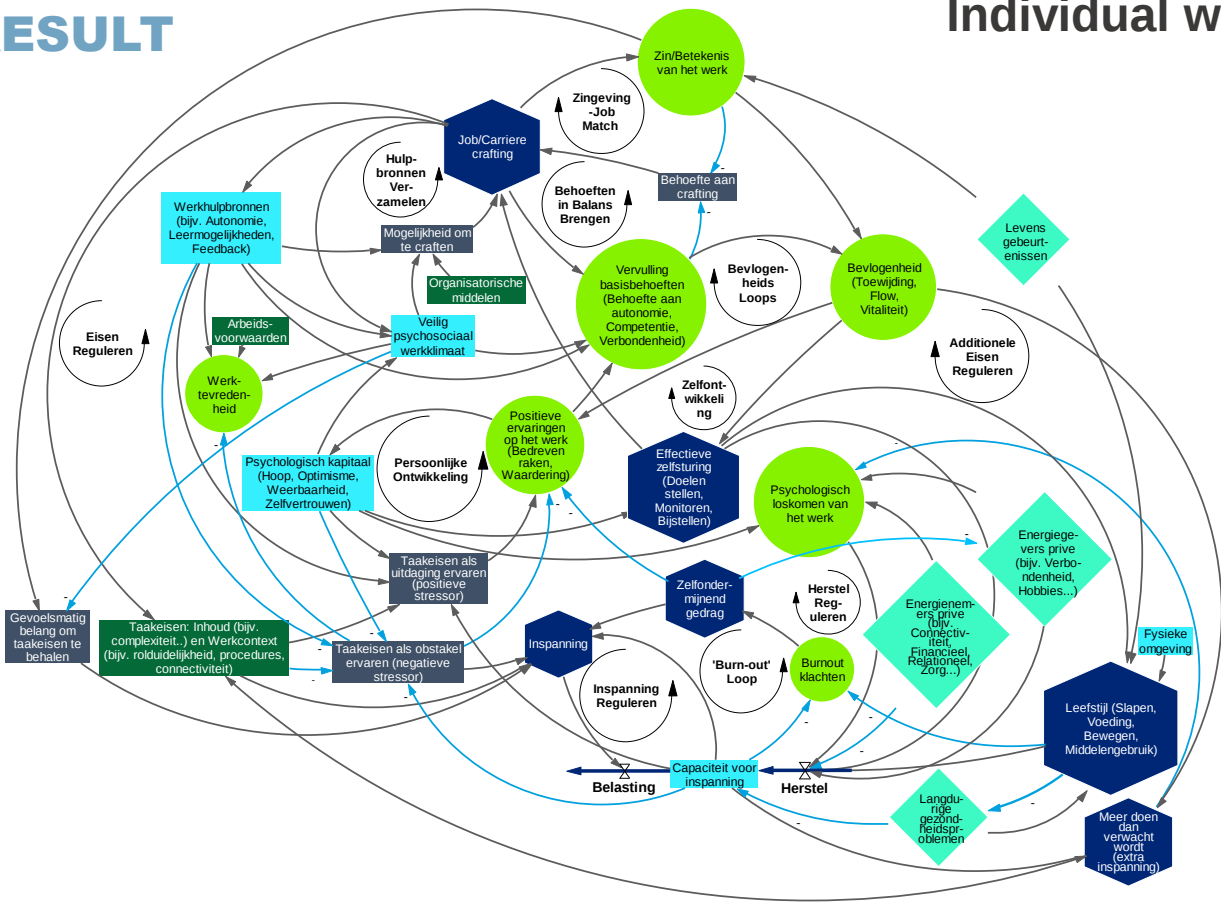
Externe Causale Invloed

Factoren die geen onderdeel uitmaken van een "feedbackloop" (geen ingaande pijlen), maar wel helpen bij het schetsen van scenario's. Een voorbeeld hiervan is de factor "Levensgebeurtenissen". Een levensgebeurtenis (bijv. gezinsuitbreiding, ziekte) kan ervoor zorgen dat de "Zin/Betekenis van het werk" en/of de "Leefstijl" (tijdelijk) verandert.



Flow

Flow geeft een (input-output) proces van continue verandering aan



WP2 + WP3

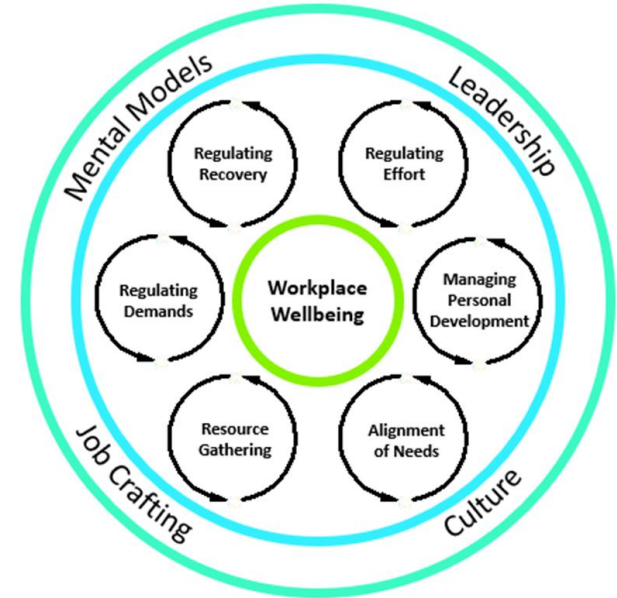
Workplace Wellbeing Model v 2.0

- › Six essential feedback-loops,
- › Four Different Perspectives
- › Proof of concept model :
 - qualitative, perceptions, scenarios, new insights ,
 - awareness, shared commitment,
 - mutual agreed actions, mutual agreed monitoring

WP4

Building Community of Expertise

Client Movie, Flyer & Client Info to 60 potential clients
Newsfeeds, Strategy Labs,
1st Wellbeing Event (June 14th 2019)

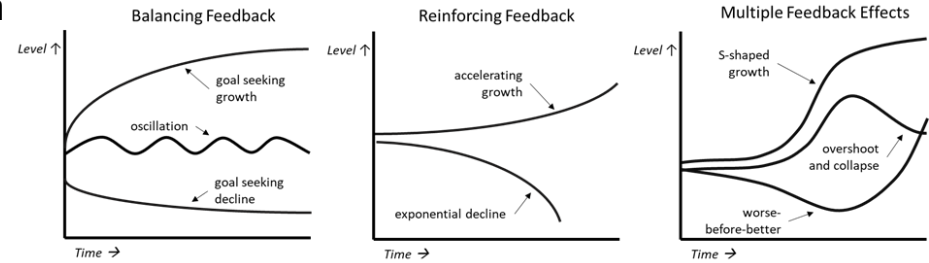


- › Multiple scientific theories connected in one model
- › Four different perspectives
- › Developed for discussion of perceptions & scenarios,
- › To define which key elements and processes to monitor over time for optimal prevention

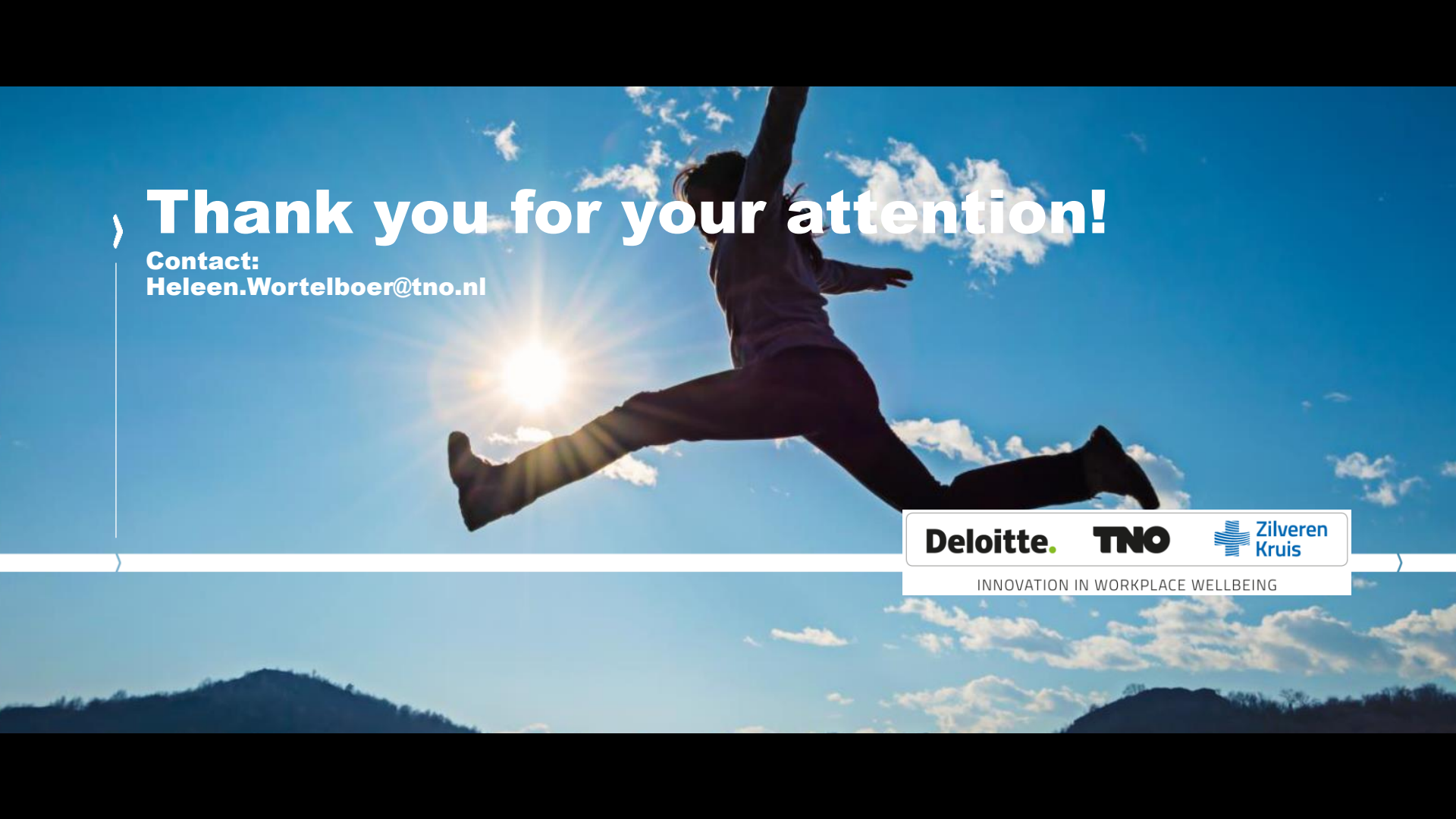


› Future challenges (Phase 2)

- › Investigate practical model applications
- › Set-up a Participatory Action Research Program
- › Collect Data over time via Action Research
- › Develop a Quantitative model
- › Simulate based on detailed case data & longitudinal data
- › Develop a practical simulation tool for organisations (game ?)



- › PPS “VIVO” - Vitality & Wellbeing of Teachers at 8 Primary Schools
600 kE, 3yrs (Implementing Wellbeing Model & Monitor)
Partners Primary Schools Cordeo - STIP - TNO
- › PPS “UWI” - Uw gezondheids Winst (Staying Healthy)
475 kE, 2 yrs
Partners: Achmea Zilveren Kruis - Achmea Actify BV - ArboDienst Beter - TNO
- › B2B Gezond Ondernemen Scan Update (including Wellbeing)
35 kE
Clients: Achmea Zilveren Kruis - TNO



Thank you for your attention!

Contact:

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Deloitte.

TNO

 **Zilveren
Kruis**

INNOVATION IN WORKPLACE WELLBEING

Extra slides

PROJECTPLANNING EN VOORTGANG

INNOVATION IN WORKPLACE WELLBEING

- Oorspronkelijke planning
- Uitloop op planning
- Extra activiteiten t.o.v. consortium agreement

Werkpakket	Deliverable (lead)	Maanden 2018/2019															
		Aug	Sep	Okt	Nov	Dec	Jan	Feb	Mrt	Apr	Mei	Jun	Jul	Q3	Q4		
1. Projectmanagement	Disseminatie (allen)													IWW fase 1 loopt tot 31-07-2019			
2. Ontwikkeling vitaliteitssimulatie-model 2.0	[1] Literatuurstudie (TNO) ✓																
	[2] Vitaliteitssimulatiemodel 2.0 (TNO) ✓													Systeem Dynamisch Wellbeing Model, Kwalitatief (nog niet kwantitatief)			
3. Verfijning model op basis retrospectieve scenario's	[3] Opzet werksessie (TNO) ✓																
	[4] Persoonlijke scenario's (50) – verwerkt in model (TNO) ✓																
4. Werving bedrijven, Plan fase 2, Event	[5] Minimaal Tien [20] bedrijven met interesse voor fase 2 oa via Strategy Labs (D/ZK)													6 bedrijven toegezegd, 3 nog in beraad			
	[6] 1 Event voorbereiden en uitvoeren (D/ZK)													gepland op 14 juni			
	[6a] Paid Community of Expertise (D/ZK) Strategy Lab per organisatie (zie [5]); 6 Newsfeeds; 2e Event													CoE loopt tot 31-12-2019			
	[7] Plan van aanpak fase 2 (TNO)													Opgestart, in mei contourensessie met partners			

