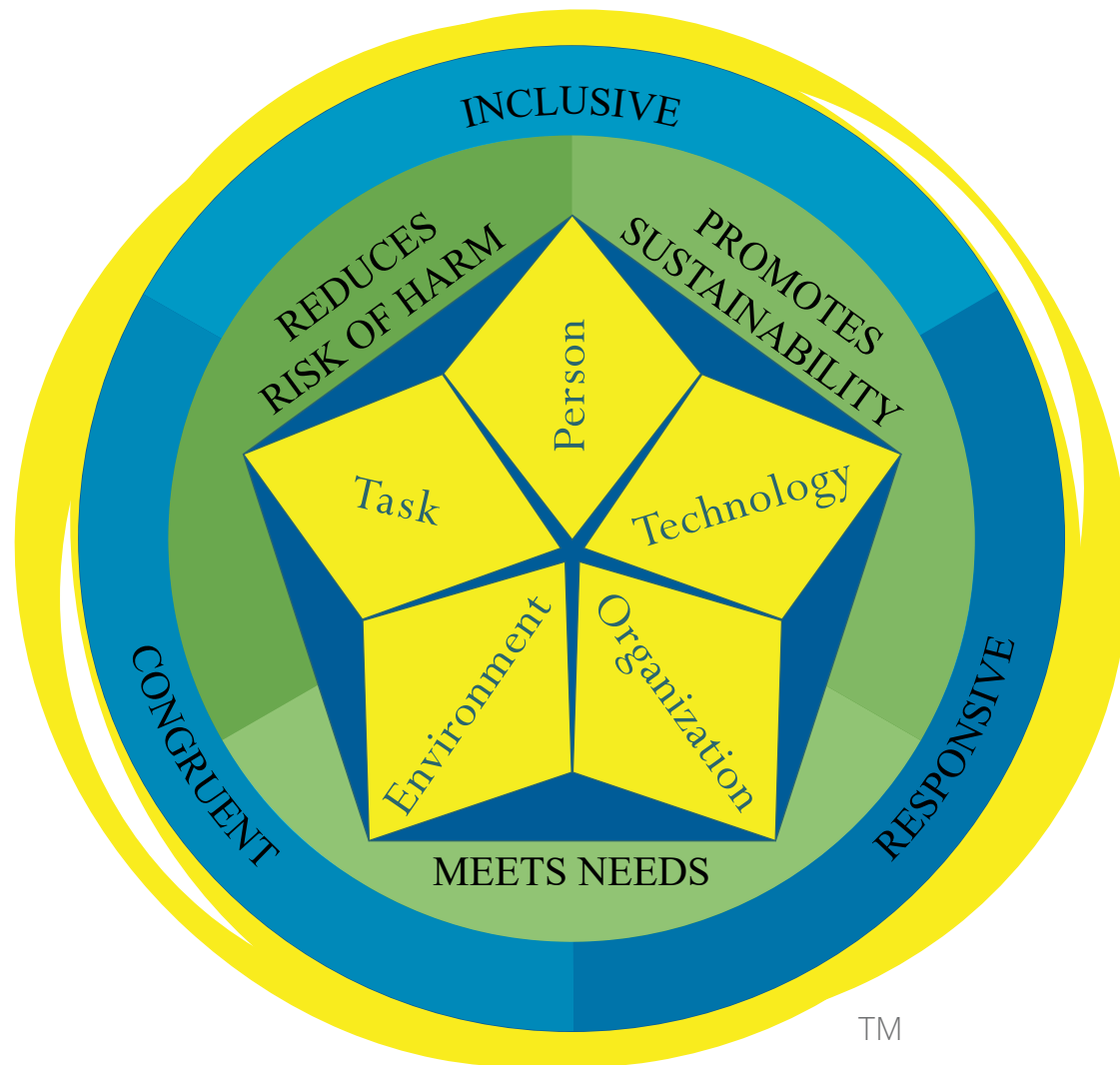


HEALTHY WORK FRAMEWORK

What healthy work is and how to design for it.



WORK SYSTEM ELEMENTS

PERSON: with needs, skills, abilities and limitations

TASK: each requires intellectual, physical and/or emotional resources

TECHNOLOGY: equipment and ideas people use at work

ENVIRONMENT (PHYSICAL & SOCIAL): workplace design and social support

ORGANIZATION: policies, reward structures, culture, history

HEALTHY WORK

MEETS PEOPLE'S NEEDS: psychological, social and physical (e.g., autonomy, connection, rest)

REDUCES THE RISK OF DOING HARM: decrease exposure to factors associated with illness or injury (e.g., overload, shift work)

PROMOTES ORGANIZATIONAL SUSTAINABILITY: commit resources in ways that support engagement, effectiveness and innovation

SYSTEM DESIGN PRINCIPLES

INCLUSIVE: accommodate a range of needs across individual differences

RESPONSIVE: adapt to changes in needs and performance within a person, over time

CONGRUENT: aim for harmonious messages of health across all work system elements