

Working Well

Increased work demands, stress, and burnout highlight the challenges of contemporary work. Psychosocial harm at work, caused by e.g. bullying or high workload, is far too common. However, workplaces have the potential to promote wellbeing to the benefit of workers and society at large. Workplace wellbeing initiatives are a common approach to support and show care for employees, but often with limited effect. With illustrations from our research, I will discuss effective strategies to develop respectful, safe, and productive workplaces, focusing on areas such as leadership and psychological safety. I will also reflect on the challenges and opportunities for organisations to promote 'working well'.

Bio

Sanna Malinen is a Professor of Organisational Behaviour at the University of Canterbury, Christchurch. She is an interdisciplinary researcher and draws from social and organisational psychological principles to support communities and workplaces where people can thrive. Some of her current projects focus on mentally healthy work, workplace resilience, and disaster management.