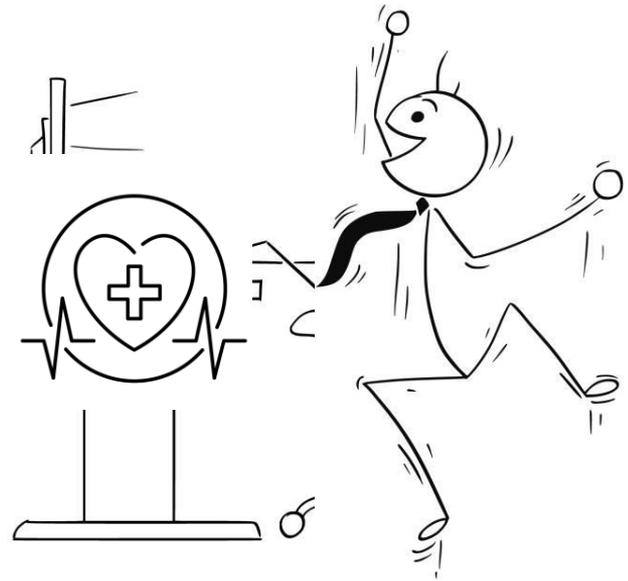


THE MODEL FOR DIAGNOSIS OF THE ORGANIZATIONAL HEALTH

DR. GERHARD WESTERMAYER



Five Health Indicators



Joy of work
Confidence



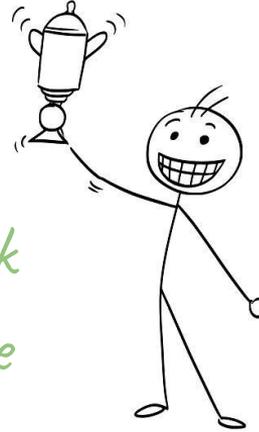
Irritability
Exhaustion
Physical Impairments



Health Potentials → *Positive Health Indicators* → *Performance Indicators*

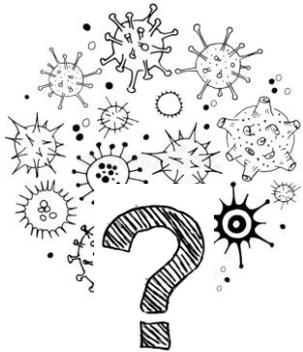


Joy of work
Confidence



Performance
Quality
Turnover

Health Hazards → *Negative Health Indicators* → *Performance Indicators*



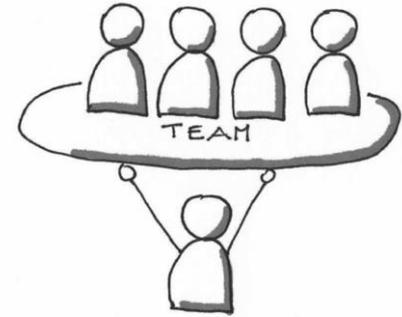
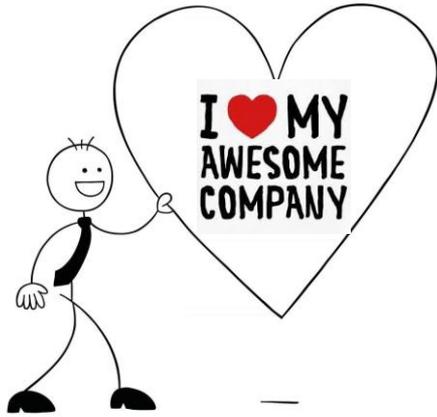
Irritability
Exhaustion
Physical Impairments



Sick Leave
Inability to Work



Health Potentials



Identification

*Identified with one's company's products & services
values & culture
long-term success*

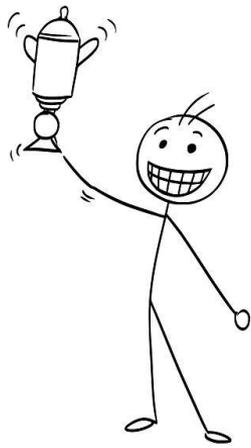
Learning at Work

Developing and learning new skills at work.

Leadership

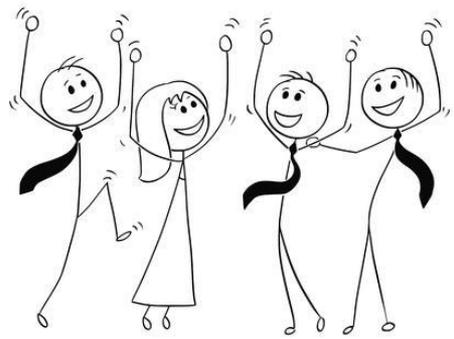
Leaders can have honest and open exchanges with employees. They are caring, appreciative, accessible, good at decision making, and can bring calmness and harmony into the workplace during difficult times.

Health Potentials



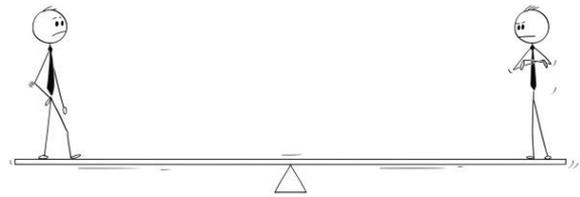
Appreciation

Personal commitment and good performance are acknowledged and rewarded adequately.



Work Climate

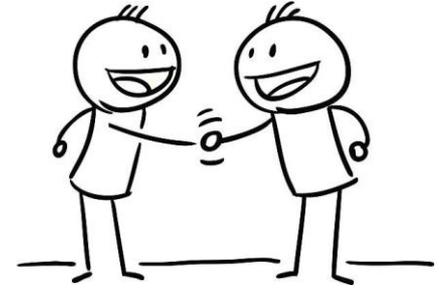
A high degree of trust and openness at workplace where people feel safe to talk about everything, even personal matters.



Fair Assessment

One's performance is assessed and treated in a fair manner. He/she would not be wrongly blamed or dismissed for the mistakes of their superiors.

Health Potentials



Scope of Decision Making

Being able to arrange and organize one's work and make decisions independently.

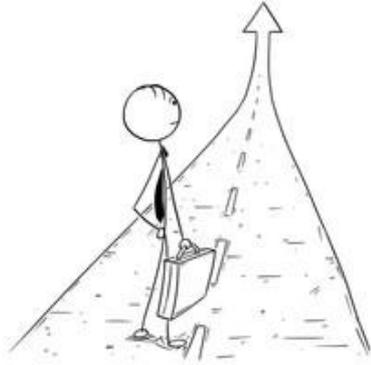
Completeness of the Task

At work, being able to complete the whole task rather than only completing sub-tasks.

Contact with Clients

Interaction with clients is fun and friendly rather than emotionally straining.

Health Potentials



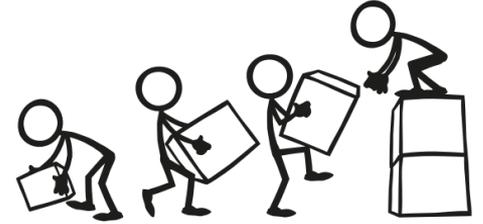
Development Opportunities

Company provides good opportunities for educational training and career advancement.



Respectability of the Task

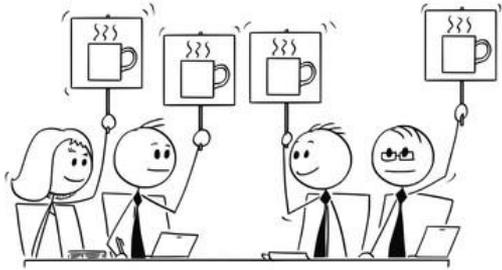
One's professional reputation and contribution are being highly valued in the company and in the field he/she works in.



Work Organization

The work process, responsibility, and competence are well structured and organized. Leaders can coordinate interconnected work process and make clear decisions in regards to the distribution of work tasks, skills, and authority,

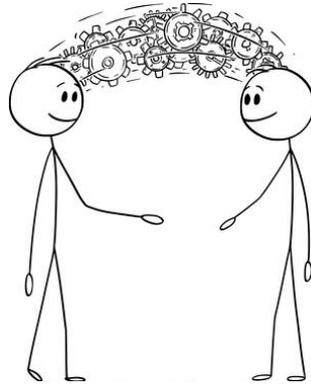
Health Potentials



Information & Participation at the Workplace

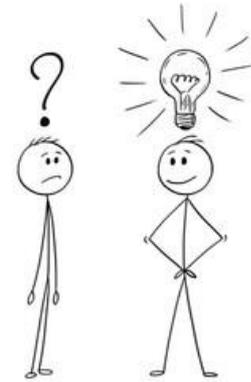
Being sufficiently informed about changes and up-to-date information at work.

Personal suggestions receive sufficiently consideration.



Technical Exchange with Colleagues

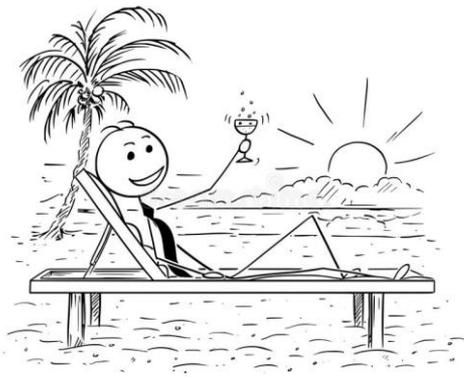
Being able to exchange ideas with colleagues inside or outside one's work area.



Technical Support from Leadership

With specialized work-related questions or problems, superiors can respond quickly and explain them in a comprehensive manner; they can also make clear and understandable decisions.

Health Potentials



Work-Life Balance

Family and private matters are respected and dealt with flexibility. There is a good balance between work and private tasks.



Break Regulations

Break regulations are clearly defined and respected. The duration and number of breaks are sufficient.



Information & Participation in the Company

Staffs have sufficient right to have a say regarding important changes and decisions in the company.

Personal initiative is encouraged. Staffs are being sufficiently informed about upcoming changes and decisions.

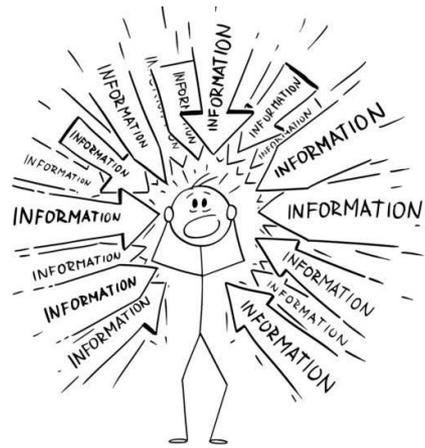
Health Hazards



Time Pressure



Interruptions



Technical Overload

YOU ARE FIRED !



Job Insecurity

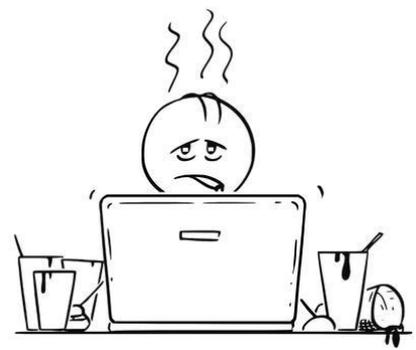


Bullying

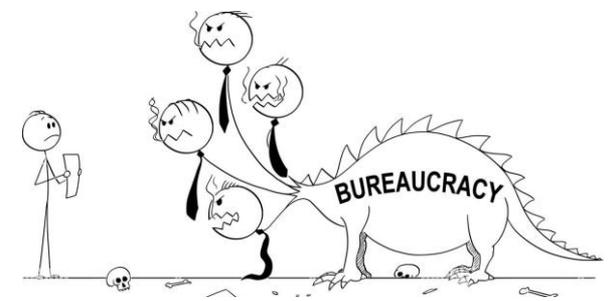
Health Hazards



Violation of Personal Integrity



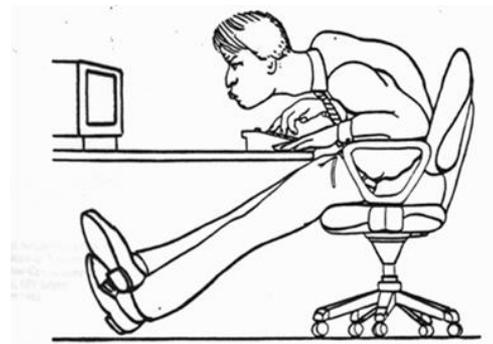
Physical Strain



Innovation vs. Bureaucracy



Physical Environmental Stress



Ergonomic Environmental Stress

HEALTH PROMOTION

JOY OF WORK
CONFIDENCE

STRESS MANAGEMENT

IRRITABILITY
EXHAUSTION
PHYSICAL IMPAIRMENTS

