

## Thriving Organisations: Recommendations to Create a Workplace Culture That Prioritises Both Well-being and Performance Equally

**Authors :** Clare Victoria Martin

**Abstract :** With reports of increased mental health problems and a lack of proactive, consistent well-being initiatives, well-being is a topical issue in the workplace, as well as a wider public health concern. Additionally, workplace well-being is closely linked to performance, both from a business perspective and in psychological research. Businesses are therefore becoming increasingly motivated to promote well-being, yet there are still barriers, including a lack of evidence-based workplace interventions, issues with measuring effectiveness and problems creating lasting cultural change. This review aimed to collate workplace well-being research to propose a comprehensive new model for delivering evidence-based workplace well-being training with a real potential for lasting impact. Method: A narrative review was conducted to meta-synthesise relevant research. Thematic analysis was then adopted as a systematic method of identifying key themes from the review to lead to practical recommendations. Interventions focusing on strengths, psychological capital, mindfulness and positivity (SPMP) dominated the research in this area, suggesting benefits of incorporating all four into training. However, to avoid a 'quick fix' mentality, the concept of training 'well-being ambassadors' as a preventative counterpart to mental health 'first aiders' was proposed alongside a new 'REST and RISE' model: well-being interventions should be 'relatable', 'enjoyable', 'sociable' and 'trackable' (REST) in order to increase 'resilience', 'innovation', 'strengths' and 'engagement' (RISE). If the REST principles are applied to interventions focusing on SPMP, research suggests individuals will RISE. Future research should empirically test this new well-being ambassador programme and REST/RISE model in an applied setting.

**Keywords :** performance, positive psychology, thriving, workplace well-being

**Conference Title :** ICPPW 2020 : International Conference on Positive Psychology and Wellbeing

**Conference Location :** London, United Kingdom

**Conference Dates :** June 29-30, 2020