

HEALTHY WORKPLACES FRAMEWORK FOR HUMAN-SERVICE AGENCIES



Healthy Workplaces for Helping Professions
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The Helping Professional Value Cycle

This process makes up day-to-day work of helping professionals. Keeping it strong means strong employees, a strong agency, and excellent services to clients.

- Monitor and maintain standards and practices
- Evaluate

- Provide ongoing consultation, treatment, and problem-solving
- Coordinate resources

- Consult with other professionals
- Provide necessary assessments and screenings
- Provide diagnosis

- Research, investigate and explore

MAP YOUR JOB TASKS AND VALUE ALONG THIS CYCLE

KEEP YOUR CYCLE HEALTHY!



- Follow-up and make recommendations
- Terminate services

- Represent the program
- Conduct client intake and build rapport

The Agency Wellness Cycle

Agencies use this Cycle to guide the process of developing, implementing, and evaluating their wellness initiatives.

FOLLOW THE CYCLE FOR CONTINUOUS IMPROVEMENT

- Measure the effectiveness of the initiative against the goals
- Make recommendations and plan for the next initiative

- Implement planned activities
- Monitor the plan implementation
- Review the progress
- Adjust and promote

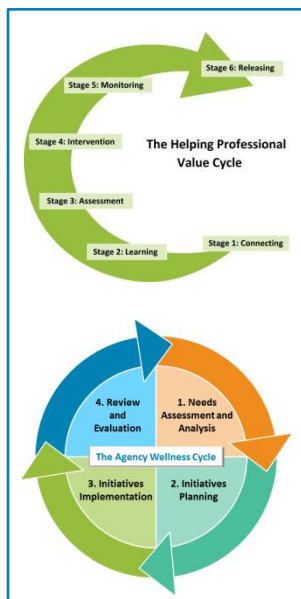


- Survey, discussions, and consultation
- Analyze data and results

- Set goals for the initiative
- Develop activities and timeline
- Develop policies and procedures

The Wellness Capacity Maturity Model

The model represents stages of development of agency's support for the Employee value Cycle and the Agency Wellness Cycle.



WHERE IS YOUR AGENCY LEVEL OF WELLNESS?



The Healthy Workplaces Framework

All wellness initiatives should be developed based on and evaluated against the Five Pillars, following the Wellness Process of this Framework.

Wellness Leadership

Leaders at all levels committed to the Wellness Cycle form the Wellness Committee.

Wellness Pillars

The Wellness Committee uses these outcomes as goals for evaluating initiatives and finding new programs.

Wellness Process

The Wellness Committee follows this process to achieve excellence in programs and continuously improve.

BUILD YOUR WELLNESS PROGRAMS WITH LEADERSHIP, PILLARS, AND PROCESS



Wellness Initiatives

- Start a running, walking, biking, hiking, yoga, gym club.
- Provide time for stress relief break/ team coffee time.
- Schedule time and organize team building/ wellness activities.
- Create a wellness newsletter and handbook with information on how to use available resources to keep healthy.
- Incorporate wellness issues into training for staff and staff meetings.
- Start a mentorship program.
- Provide the Be a Wellness Leader training.

FOR MORE INFORMATION VISIT US AT [HTTP://HWHP.CA](http://hwhp.ca)

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