

# Total Worker Health<sup>®</sup>



To learn more about the Active Workplace toolkit, visit [www.YourWorkpath.com/toolkits](http://www.YourWorkpath.com/toolkits)

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**The workplace has an impact on the safety and health of all people in the workforce.**

Workplace safety and health has traditionally focused on reducing and removing hazards encountered on the job. However, there are many other factors related to work that influence worker safety and health, as well as worker well-being.

**Worker well-being** is a concept that defines quality of life, considering an individual's health as well as work-related environmental, organizational, social, and emotional factors.

The National Institute for Occupational Safety and Health (NIOSH) has developed the *Total Worker Health* approach, which expands on traditional occupational safety.

***“Total Worker Health*** is defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being.”

The goal of the *Total Worker Health* approach is to improve worker well-being through occupational safety and health efforts.



# EMPLOYEE WELLNESS PROGRAM



You may be familiar with wellness programs in the workplace. Most wellness programs are implemented by an organization to create changes in individual employee behavior, such as weight loss or quitting tobacco.

Most wellness programs:

- Only focus on health promotion and individual behavior change.
- The individual is solely responsible for their health.
- Do not change working conditions.
- Are motivated by benefits to the company (e.g. reducing costs related to health care)

The *Total Worker Health* approach is not a wellness program! The following slide lists the key concepts of the *Total Worker Health* approach.

## Key concepts of the *Total Worker Health* approach:

- The focus is prevention of worker injury and illness.
- Acknowledges that work is a factor that impacts health.
- Acknowledges that an individual is not solely responsible for their health.
- Prioritizes the reduction and elimination of recognized hazards in the workplace.
- Includes health protection - emphasizes changes in the environment and organization of a job to protect health and safety.
- Includes health promotion – encourages changes in individual behaviors.





## ***Total Worker Health* and the Active Workplace program**

The Active Workplace program applies the *Total Worker Health* approach in sedentary worksites.

Reducing sedentary behavior in the workplace is important because sedentary behavior negatively impacts worker health, safety, and well-being.

The Active Workplace program alters the organization and environment of sedentary worksites and promotes a culture of safety and health.

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**Question 1 - Which of the following is a work-related factor included in the *Total Worker Health*<sup>®</sup> approach?**

- Built Environment
- All of these factors are included in the *Total Worker Health* approach
- Work organization
- Leadership

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**Question 1 Answer - Which of the following is a work-related factor included in the *Total Worker Health*<sup>®</sup> approach?**

- Built Environment
- All of these factors are included in the *Total Worker Health* approach
- Work organization
- Leadership



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**Question 2 - The *Total Worker Health*<sup>®</sup> approach includes \_\_\_\_\_.**

- Both health promotion and health protection
- Only health promotion
- Neither health promotion and health protection
- Only health protection

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**Question 2 Answer - The *Total Worker Health*<sup>®</sup> approach includes \_\_\_\_\_.**

- Both health promotion and health protection
- Only health promotion
- Neither health promotion and health protection
- Only health protection

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### Question 3 - How is *Total Worker Health*<sup>®</sup> different than typical worksite wellness programs?

- Typical wellness programs emphasize changes at the organizational and environmental levels, and the *Total Worker Health*<sup>®</sup> approach does not.
- The *Total Worker Health* approach emphasizes individual behavior change more than typical wellness programs.
- The *Total Worker Health* approach acknowledges that work is a factor that impacts health, and typical wellness programs do not.

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## Question 3 Answer - How is *Total Worker Health*® different than typical worksite wellness programs?

- Typical wellness programs emphasize changes at the organizational and environmental levels, and the *Total Worker Health*® approach does not.
- The *Total Worker Health* approach emphasizes individual behavior change more than typical wellness programs.
- The *Total Worker Health* approach acknowledges that work is a factor that impacts health, and typical wellness programs do not.

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**Question 4 - The first priority of the *Total Worker Health*<sup>®</sup> approach to advance worker safety, health, and well-being is to \_\_\_\_\_.**

- Encourage individual behavior changes
- Change policies to better support health and safety
- Eliminate hazards in the workplace
- Educate individuals about safety and health topics

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**Question 4 Answer - The first priority of the *Total Worker Health*<sup>®</sup> approach to advance worker safety, health, and well-being is to \_\_\_\_\_.**

- Encourage individual behavior changes
- Change policies to better support health and safety
- Eliminate hazards in the workplace**
- Educate individuals about safety and health topics

# ACTIVE WORKPLACE

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