



Introduction to the Positive Workplace Framework

Department of Family and Human Services Government of Prince Edward Island

“Current research underscores the importance of creating workplace cultures that foster the psychological health and wellness of employees within their team and work environments. Healthy workplaces support wellbeing, are psychologically safe, and provide the basis for effective team functioning. Organizations can be proactive by taking targeted actions to safeguard the wellbeing of employees and ensuring the creation of positive and healthy workplace cultures.”

Dr. Patti Peterson and Dr. Bill Morrison, WMA Wellness Team 2018

The Department of Family and Human Services in collaboration with WMA Wellness Inc. is pleased to announce that the *Positive Workplace Initiative* will begin its rollout in June 2018 and will continue through 2020. The intent of this initiative is to promote and embed positive workplace practices that contribute to wellbeing, engagement and thriving in workplace routines and relationships. Our collaborator for this initiative, WMA Wellness, is a provider of positive psychology workplace solutions and organizational consulting. WMA has designed the *Positive Workplace Framework (PWF)* to assist organizations in implementing evidence-informed positive psychology practices that contribute to healthy, safe and effective workplace environments.

Three key aspects of this initiative will include:

- Completion of Train the Trainer Sessions for managers and employees in the use of mental fitness, resiliency and positive leadership practices that can be promoted and shared within workplace teams.
- Completion of the online *Mental Fitness and Resiliency Inventory (MFRI)* to identify areas of strength and development related to relationship practices that promote positive workplace cultures. This online survey is administered by WMA Wellness, ensuring confidentiality of employee responses. Reports of aggregated results will be made available to all staff members, and will assist in guiding the development of positive workplace plans and practices.
- Access to PWF Online Resources for all employees and their teams that can be used to structure and carry out plans to promote positive workplace environments.

Upcoming Initiative Activities in June for the Positive Workplace Initiative

- In June, a link to the MFRI online survey will be sent to all staff members. The survey involves a series of rating scale questions that invite participants to provide their perspectives on positive workplace practices that they have observed within the workplace environment. The MFRI takes approximately 6-8 minutes to complete and is managed by WMA Wellness. We encourage everyone to participate in this brief survey so that we can determine specific positive workplace practices that need to be promoted to build wellbeing, engagement and thriving in our workplace.
- A one and a half day *Train the Trainer* session on Mental Fitness Practices will be held in June. This will be followed by training sessions and activities on Mental Fitness practices for employee teams over the next several months.

We are excited about this initiative and its focus on building a positive workplace culture. Everyone benefits when wellbeing, engagement and thriving are promoted within workplace environments, and in the services we provide to families and community members across our province.

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