Three key conditions to create a healthy workplace

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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 employee 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, according to research by Emma Seppala, science director at the Stanford Center for Compassion and Altruism Research and Education, and Kim Cameron, a professor with the Ross School of Business at the University of Michigan.

Research in positive psychology has identified three key environmental conditions that are essential for building healthy and effective workplace environments that contribute to employee wellbeing, engagement and thriving, according to research by Edward Deci, a professor of psychology at the University of Rochester and Richard Ryan, a professor at the Institute for Positive Psychology and Education at the Australian Catholic University and a professor at the University of Rochester.