

Better Work By Design

All work occurs in a *psychosocial* context that includes the content of work and work demands, social relationships at work, the organisation of work, and workplace culture. The quality of the work environment profoundly affects our mental and physical health. Well-designed, organised, and resourced work enables people to thrive, whereas poorly designed work exacts a heavy toll, potentially causing harm. As a result, the design of “better work” is crucial for creating healthy, safe, and productive work environments.

Ask yourself these questions:

- How does your organisation currently assess psychosocial risks?
- What controls are in place to manage psychosocial risks?
- Are those controls sufficient to prevent harm and support your people to thrive?

The *Better Work By Design* process addresses these vital questions, supporting organisations to design work that (i) enables workers to thrive, (ii) provides the highest level of protection from physical and mental harm, and (iii) puts the organisation in a position to succeed.

The phases of *Better Work By Design* are:

1. Readiness – establish organisational commitment.
2. Discovery – understand the work and its impacts on wellbeing (note: the workshops in this phase can be conducted face-to-face or online).
3. Sense making – make sense of people’s experience of work.
4. Design – design better work and agree an implementation plan.
5. Realisation – implement, monitor, and refine better work.

Get in touch with us at team@leadingsafety.co.nz to find out more about how *Better Work By Design* can help you identify the harmful and protective aspects of the work your people do and improve that work – through good (re)design – so that your people thrive and your organisation succeeds.