WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Wellness in the Workplace

COURSE NUMBER: PSY 322/ORG 322

I. RATIONALE:

Wellness-oriented workplaces understand that profit, production and growth is determined by the health of their employees. What people do and the culture in which they work are two socio-ecological components that impact worker well-being as well as job satisfaction. Students will learn techniques and skills for assessing and managing workplace stress, including systematic strategies for creating organizational change.

As Psychology professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about trauma from different perspectives, may bring about unexpected and unsettling reactions. Responses to trauma are often strategies that survivors have developed to keep themselves safe, and therefore really reflect strength and resiliency. Recognizing how trauma impacts anyone is an important part of skill building for creating trauma-informed services and systems. Please do not hesitate to contact the instructor at any time during the course if you would like to discuss, privately, your reactions to the content we are reviewing and/or the discussions we are having.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Understand the health promotion models and theories for application of wellness program implementation

Learning Outcomes: The student will:

A-1 Compare and contrast Risk Reduction vs. Healthy Pleasures models
A-2 Describe PRECEDE-PROCEED model and apply to workplace setting.
A-3 Describe Transtheoretical model and discuss the application for worksite program planning.
A-4 Review the array of options the organization has to ameliorate the negative effects of stress including primary, secondary and tertiary approaches.
GOAL B:
Review the array of options the organization has to ameliorate the negative effects of stress including primary, secondary and tertiary approaches.

**Learning Outcomes:** The student will:

B-1 Identify the qualities of a healthy organization, and describe the individual versus organizational symptoms and disease outcomes.
B-2 Explain the culture-Work-Health model for assessing workplace stress.
B-3 Justify and support implementation of worksite health promotion programs.
B-4 Describe ways to get management support for wellness.
B-5 Identify and describe eight coping strategies and eleven relaxation techniques used to reduce individual stress levels.
B-6 Examine the affects of stress on the individual from a biopsychosocial perspective.

GOAL C:
Utilize the structured Team problem solving process and demonstrate understanding of role sharing, dialogue versus discussion, consensus, debriefing, and differences of cognitive styles.

**Learning Outcomes:** The student will:

C-1 Identify and describe the five procedures and sixteen techniques used to reach consensus for effective problem solving.
C-2 Perform the roles of facilitator, checker, recorder, and team member.
C-3 Utilize structure team problem-solving process for solution generation and proposed action plan of case study project.