



CRITERIA FOR EVALUATING PSYCHOLOGICALLY HEALTHY WORKPLACE AWARD



Employee Involvement

1. Self-managed work teams
2. Employee committees or task forces
3. Continuous improvement teams
4. Participative decision making
5. Employee suggestion forums, such as a suggestion box and monthly meetings

Work/Life Balance

1. Flexible work arrangements, such as flextime and telecommuting
2. Assistance with childcare
3. Eldercare benefits
4. Resources to help employees manage personal financial issues
5. Availability of benefits for family members and domestic partners
6. Flexible leave options beyond those required by the Family and Medical Leave Act

Recognition

1. Fair monetary compensation
2. Competitive benefits packages
3. Acknowledgement of contributions and milestones
4. Performance-based bonuses and pay increases
5. Employee Awards
6. Recognition ceremonies

Employee Growth & Development

1. Continuing education courses
2. Tuition reimbursement
3. Career development or counseling services
4. Skills training provided in-house or through outside training centers
5. Opportunities for promotion and internal career advancement
6. Coaching, mentoring and leadership development programs

Health, Safety, and Security

1. Training and safeguards that address workplace safety and security issues
2. Efforts to help employees develop a healthy lifestyle, such as stress management, weight loss and smoking cessation programs
3. Adequate health insurance, including mental health coverage
4. Health screenings
5. Access to health/fitness/recreation facilities
6. Resources to help employees address life problems, for example, grief counseling, alcohol abuse programs, Employee Assistance Programs (EAPs) and referrals for mental health services.