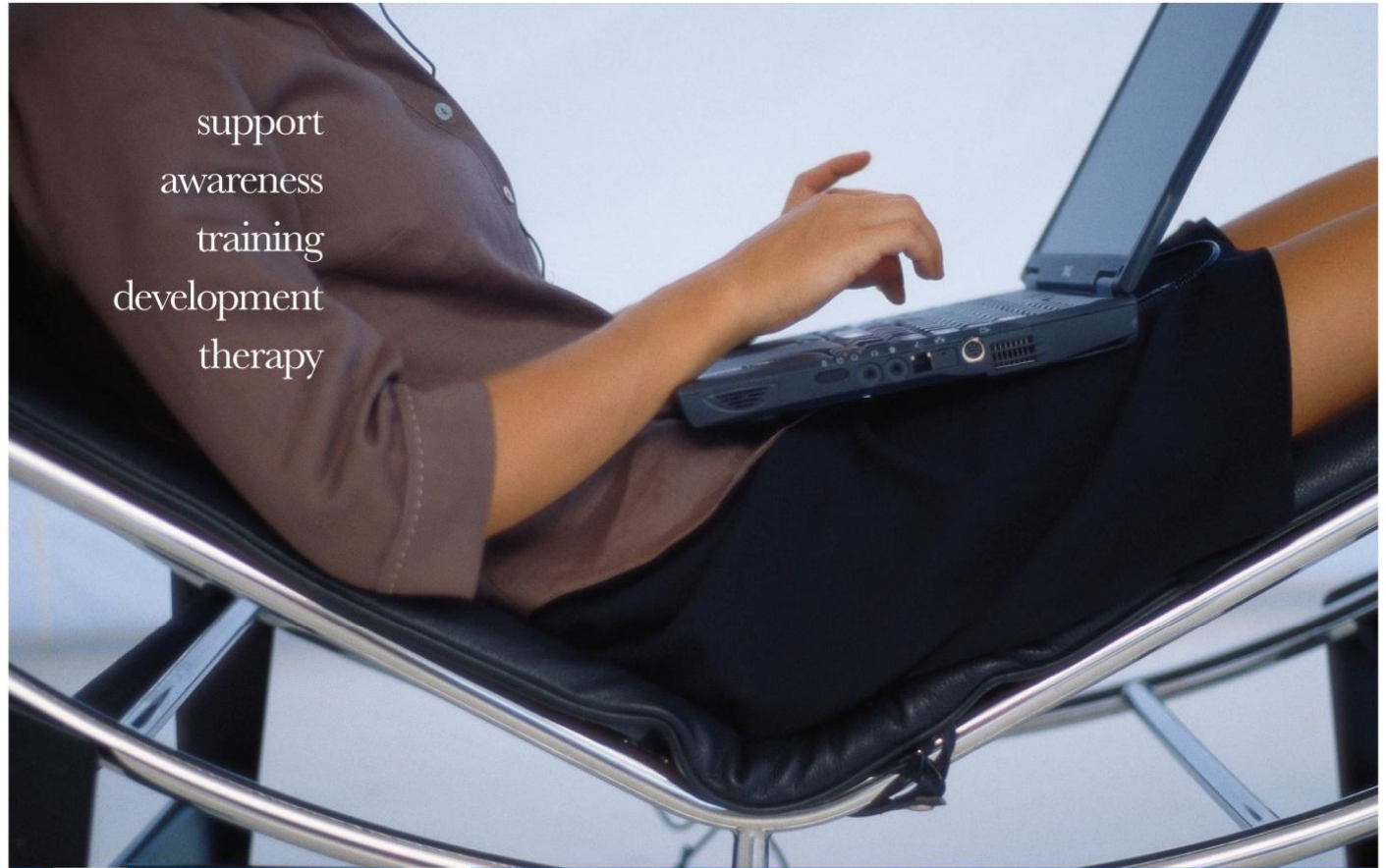


support
awareness
training
development
therapy



Embedding Psychological health and wellbeing at work

A brief guide to the Psychology of Diversity and Equality at work

T: 0845 833 1597
E: info@orghealth.co.uk

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www.orghealth.co.uk

Case study

A multi professional organisation located in a community of mixed races, genders and religions undertook a staff survey recently. One of the results was an expression of outrage that the most senior positions in the organisation were largely filled by white males, and that this didn't reflect the balances in the surrounding community. The question was asked – why? There were no obvious answers other than some kind of sub-conscious bias in appointments, or reluctance amongst the employees to apply for the top positions because of lack of confidence or a collective sub-conscious fear of failure. It was a sensitive issues, but, having been exposed in a survey, could no longer be ignored.

Outcome

Top management commenced an investigation which came to no firm conclusion. On the basis of this the organisation drew its own conclusions that members of the Black Minority Ethnic communities were being undervalued by their colleagues from all ethnic backgrounds including their own, and that there was a collective lack of confidence, even though there was no lack of talent and competence to undertake the top jobs. With our help, the organisation designed a programme that members of the BME communities could participate in that provided confidence for participants to apply for the top jobs. Since the completion of the first programme there has been a significant increase in the numbers applying and being successful in undertaking the top jobs.

Brief guidance

1. Organisations that create a culture based on commitment and trust will provide the context for confidence amongst all the employees. This confidence will be projected to customers, clients and to each other.
 2. Teams that understand and celebrate the skills, knowledge and experience of each member will help to establish and sustain a culture of commitment and trust, and will provide the mutual support needed for individuals to have the confidence to stretch themselves.
 3. Leaders who actively encourage their staff to take up challenges will find that their staff feel valued and confident in accepting challenges and rising to them.
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Our role

- We provide a corporate 3 step programme to embed psychological health and wellbeing at work, based on creating and sustaining a culture of commitment and trust.
- We provide team working programmes to ensure that all the skills, knowledge and experience of each member is celebrated and valued in every day working.
- We provide leadership programmes that improve the behaviour of leaders and managers towards their staff, which includes the skills required to encourage and support staff in meeting challenges.

Call us on 0845 833 1597 or visit us at www.orghealth.co.uk or email us at infor@orghealth.co.uk