

Thriving Workers, Thriving Workplaces



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Co-PI



HARVARD T.H. CHAN
SCHOOL OF PUBLIC HEALTH

CENTER FOR WORK,
HEALTH, & WELL-BEING



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**Boston
Hospital
Workers Health
Study**

Sabbath

2021-2026

**Fulfillment
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Kelly/Berkman

2021-2025

**Thriving
Workers
Thriving
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Peters/Wagner

2022-2026

**Older Workers'
Health &
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Study**

Halverson

2026

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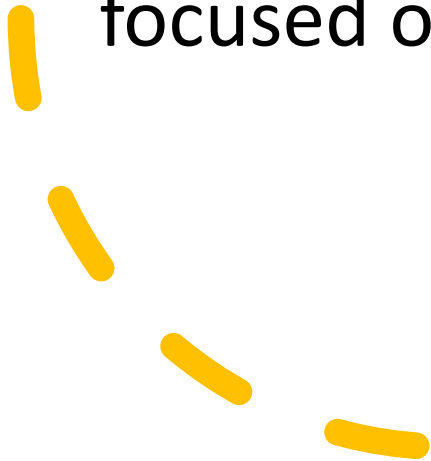
Policy Working
Group

Dissemination &
Innovation Partners



Study Purpose

to provide evidence on the determinants of workers' thriving, with long-term goals of informing and evaluating *Total Worker Health*[®] interventions and workplace and public policies focused on improving worker well-being.





Thriving from Work is an integrated indicator of worker well-being



... is the state of positive mental, physical, and social functioning in which workers' experiences of their work and working conditions enable them to thrive in their overall lives, contributing to their ability to achieve their full potential in their work, home, and community.

Thriving from Work Questionnaire

Organizational Diagnostic Tool

- Identify priority areas for interventions to improve well-being

Measure Thriving from Work (Long and Short form)

- Observational surveys and surveillance across groups of workers, organizations, industries, and populations
- Outcome measure

- Individual: Thriving Workers
- Group: Thriving Workplaces



1. Peters et al., *Thriving from Work: Conceptualization and Measurement*. *IJERPH* 2021: 18: 7196.

2. Peters et al., *Thriving from Work Questionnaire: Dimensionality, Reliability, and Validity*. Submitted.

Thriving Workers, Thriving Workplaces Study

Aims 2022-2026

1

Identify working conditions and worker factors associated with workers' thriving across sectors.

2

Determine the extent to which working conditions influence changes in workers' thriving over time in a longitudinal study in construction.

3

Determine the extent to which organizational integrated health and safety PPPs are associated with workers' thriving.

4

Research to Practice: Advance workers' thriving in the workplace and through public policy and practice across sectors.



Using Data Sources from Center Research Projects

Boston Hospital Workers Health Study

Nurses, PCAs, Non-clinical Hospital Workers

Project Lead: Erika Sabbath



Fulfillment Center Intervention Study

Fulfillment Center Workers

Project Co-Leads: Erin Kelly and Lisa Berkman



Thriving Workers, Thriving Workplaces Study

Construction Workers

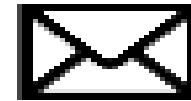
Project Co-Leads: Susan Peters and Gregory Wagner

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