

## Combining Mental Health Risk Prevention with Organization Development

Health meets Work™ is a modern organizational diagnostic survey for achieving multiple purposes:

- Mental Health Risk assessment according to ISO 10075
- Employee Engagement Survey
- Organization Effectiveness Survey
- Employee Satisfaction Survey

It is an anonymous survey which consists 86 questionnaire items. It can be done on mobile phones, pads or laptop/desktop computers with Internet access, and it takes about 10-15 minutes to complete. The value of Health meets Work™ lies in its highly applicable, intuitive reports and advanced organization modeling and analytic functions.

### Target group

It can be used in any size and all kind of organizations (companies, health care, government units or institutions), and its value grows exponentially with the size and complexity of the organization.

### Application area

Mental Health promotion / risk prevention projects, Organization Development, leadership development, company culture assessment and development, engagement/retention projects, TQM / ISO 9000 series implementation projects, action learning, post-M&A culture integration.

### What does it assess?

It assesses Organizational Effectiveness from 7 main angles:

Overall Score	
1	Employee Engagement
2	Trust in Leadership
3	Talent Management Practices
4	Immediate Supervisor
5	Team Spirit
6	The Job Itself
7	Management Excellence

It assesses Health Factors from 4 main angles:

Health Factors Index	
1	Work Conditions - Physical Stressors
2	Work Conditions - Mental Stressors
3	Physical Health Status
4	Mental Health Status

The survey also measures Employee Satisfaction by combining questionnaire items from the Organizational Effectiveness and the Health Factors parts.

## A holistic, systematic approach

Health meets Work™ originates from the realization that employee health and organizational performance are deeply interconnected, for example:

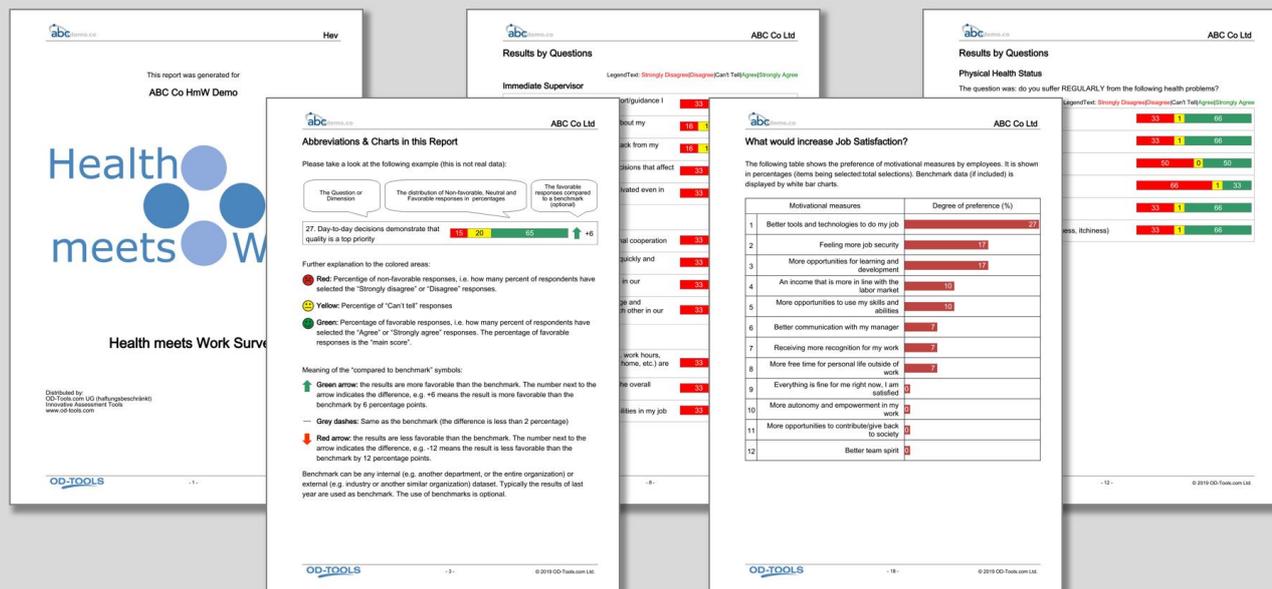
- Healthy employees tend to be more productive than employees who often take sick leave;
- Suboptimal, inefficient processes not only make organizations less efficient, but they also increase employee stress;
- Interpersonal conflicts not only increase employee stress, but they also reduce productivity;
- Good leaders not only increase performance, but also increase employee satisfaction and well-being.

Health meets Work™ is combining advanced organizational research (based on the Gibbons study) with ISO 10075 on mental health promotion practices for providing a systemic approach.

## Reports

Scores for Dimensions & Behaviors; Focus Items; Strengths & Weaknesses; Statistics and Benchmarking; Segment Reports for each Departments, BUs, etc.

## Report example pages



## The OD-Tools® Assessment Platform

OD-Tools® is the home of exclusive assessment and advisory tools for professionals in the fields of OD, HR, training, psychometrics and consulting. It powers psychometric tests, 360 assessments, and organizational diagnostic tools. It is a cloud-based web application with multiple server locations across the globe, and compliant with the strictest privacy and data protection laws, including EU requirements. OD-Tools® is running on Microsoft Windows servers and Microsoft .net technology.

