

## **The 5 Pillars of the Psychologically Healthy Workplace: Applications to Correctional and Forensic Settings**

Parker Houston, PsyD, ABPP

Track: Clinical

Level: Intermediate

CE: CPA/BBS/BRN, POST (1.5)

### Narrative

Correctional and forensic settings pose unique challenges to leaders. This is particularly true for developing a psychologically health work place. Presented with tough missions, leaders and workers also often face direct threats to their physical safety, competing demands, restricted resources, and. When not addressed, such challenges harm morale and productivity. The American Psychological association (APA) defines a psychologically healthy workplace as one that “ (1) fosters employee health and well-being (2) while enhancing organizational performance and productivity.” For almost 20 years, Center for Organizational Excellence of the American Psychological Association (APA) has researched organizations to identify the essential building blocks of psychologically healthy workplace. In their years of study, they have distilled the 5 critical elements of a psychologically healthy workplace: Employee Health and Safety; Involvement. Work-Life Balance; Growth and Development; and Recognition. The presenters bring their experience as leaders in both types of settings and knowledge of human performance and productivity to fostering each of these pillars. This presentation will define and explore each of the 5 Pillars as they apply to these settings. The presenter will focus on concrete, actionable ways leaders can apply these elements to supercharge their organizations and foster productive and thriving employees and teams.

### BIO

#### **Parker Houston, PsyD, ABPP**

Parker is a licensed clinical psychologist and board-certified organizational psychologist. For the last 9 years, he has been leading teams in some of the most challenging correctional and forensic environments. Parker is currently a Chief Psychologist with the Department of State Hospitals Forensic Services Division and has held prior senior executive roles for the state of California leading large departments. He is a lifelong student of the science behind healthy organizations and thriving leadership. Parker is passionate about adventure, his family, and is active in his local church.

### Learning Objectives

1. Describe a psychologically health workplace as defined by the American Psychological Association’s Center for Organizational Excellence.
2. List and describe 3 of the 5 Pillars of a psychologically healthy work place.
3. Describe 3 ways employee involvement contributes to productivity and morale.
4. Describe 3 ways of fostering employee work-life balance in correctional or forensic settings.
5. Describe 3 ways of fostering employee growth and development in correctional or forensic settings.
6. List 2 ways that promoting employee health and safety contributes to productivity and morale.