

# How Can Workplace Relationships Improve Health and Create Sustainable Workplaces?

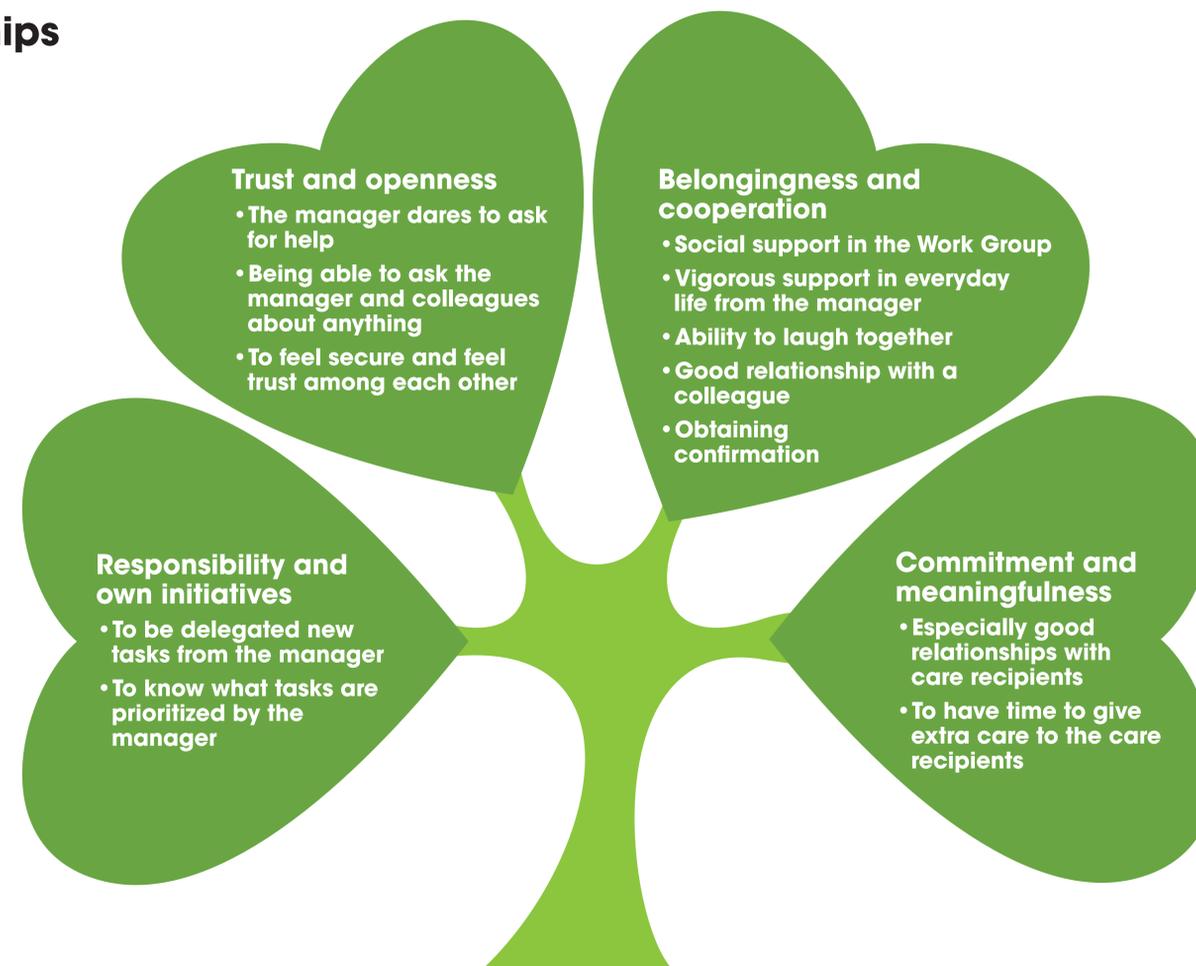
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## Conclusion

In order to create sustainable health-promoting workplaces, salutogenic experiences of workplace relationships need to be considered in order to improve health among employees.

## Prerequisites needed to create health-promoting relationships at the workplace



Interpretation based on a model of employeeship according to Hällsten and Tengblad (2006).

## Background

Workplace relationships are factors that affect the psychosocial work environment and that are less explored from a salutogenic perspective. To create health promotion actions resulting in sustainable changes, the origin of the employees' own experiences is of importance.

## Aim

The aim of this study was to explore health-promoting experiences among healthcare staff regarding relationships to care recipients, colleagues and managers in municipal healthcare.

## Method

- Qualitative study with a salutogenic perspective of workplace health promotion interventions.
- Individual interviews (n = 27) with health care staff of various professions within municipality elderly care in Sweden.
- The main research focus was on positive experiences in relationships with patients and colleagues, and between staff and managers who were experienced as health-promoting.

## Findings

The findings showed the importance of increasing the awareness of relationships in the organizations and the prerequisites required for workplace relationships to empower and promote employee health.