

# Positive Workplace Framework

## BENEFITS OF A POSITIVE WORKPLACE



**Positive Environments:** Fostering employee well-being, engagement and performance



**Positive Interactions:** Ensuring healthy relationships for staff, customers and clients



**Staff Retention:** Decreasing expenses related to leaves, absences and staff turnover



**Organizational Profile:** Becoming an “employer of choice”

## INGREDIENTS OF A POSITIVE WORKPLACE

3 key conditions for creating a positive workplace



### Mental Fitness:

Having a positive sense of how we feel, think and act, which improves our ability to enjoy life.



### Resiliency:

A team’s ability to adapt, persist and generate positive results from challenging situations.



### Positive Leadership:

Leaders who are committed to helping staff achieve their highest potential and succeed at work.

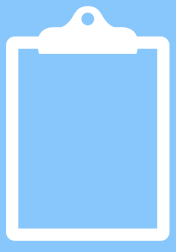
# The PWF

The Positive Workplace Framework (PWF) is a made-in-Canada, strengths-based approach that optimizes staff well-being, engagement and performance, by using existing strengths in workplace environments.

Organizations can access the PWF online learning platform including a wealth of resources such as short awareness building activities, eBooks, targeted instructional videos, and adaptable implementation plans that provide rollout strategies.

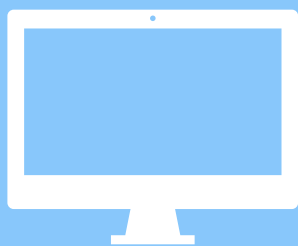
## The Mental Fitness and Resiliency Inventory (MFRI)

The MFRI measures the presence of positive workplace practices that contribute to healthy and effective workplace cultures. The results of the MFRI prove a profile of organizational strengths and areas for development related to mental fitness and resiliency.



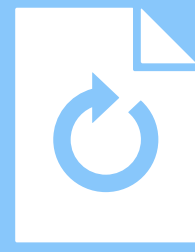
**Begin:**

Administer the MFRI to all staff



**Ongoing:**

Access online resources on Mental fitness and resiliency and build in at least one staff activity per month.



**Follow-up:**

Re-administer the MFRI at the end of year one to track progress.