

**For Immediate Release**

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### **Arizona's WorldatWork Recognized for a Healthy Workplace by APA**

Tempe, AZ 3/1/09– In recognition of its workplace practices promoting employee health and well-being, WorldatWork received the American Psychological Association's (APA) 2009 Psychologically Healthy Workplace Award (PHWA) at a ceremony in Washington, D.C. on March 1. One of five employers from across North America to receive the award this year, WorldatWork won in the Not-for-Profit category. The company, which represents human resource professionals across the globe, is a previous winner of the Arizona Psychological Association's State-Level Psychologically Healthy Workplace Award, qualifying it to be nominated for the APA award.

WorldatWork excelled in PHWA categories of employee involvement, health and safety, employee growth and development, work-life balance and employee recognition. The company's stress management and employee wellness programs, its strategies for facilitating work-life balance and its efforts to promote employee recognition are several examples of the workplace practices that helped earn WorldatWork a 2009 PHWA.

WorldatWork's psychologically healthy workplace practices have reaped rewards for both the company and its employees. Thanks to the many opportunities to engage in healthy behaviors, employees have decreased body mass, cholesterol, blood pressure and glucose. WorldatWork's wellness programs also effectively reduce absenteeism and increase morale. In 2008, employee turnover was at a low 11 percent. Results from WorldatWork's most recent employee opinion survey show high marks for overall satisfaction, commitment, work-life balance and management support.

**We are thrilled to be able to present WorldatWork as a National PHWA winner said John Blattner, Ph.D., representing The State of Arizona**

Winners of the APA Psychologically Healthy Workplace Awards report an average turnover rate of just 11 percent in 2008 – significantly less than the national average of 39 percent as estimated by the U.S. Department of Labor, Bureau of Labor Statistics. Surveys completed by the winning organizations show that only 25 percent of employees reported experiencing chronic work stress compared to 39 percent nationally, and 85 percent of employees reported being satisfied with their jobs, compared to only 61 percent nationally. Additionally, 87 percent of employees said they would recommend their organizations to others as a good place to work, compared to 44 percent nationally and only 5 percent said they intend to seek employment elsewhere within the next year, compared to 32 percent nationally.

“Organizational leaders often claim that employees are their most valuable assets, but during difficult times, actions speak louder than words,” says David Ballard, PsyD, MBA, APA's assistant executive director for corporate relations and business strategy. “What is clear is that in tough economic times, a healthy, productive workforce is more important than ever. Organizations like WorldatWork that recognize the link between employee health and organizational performance are able to gain a competitive advantage by attracting and retaining the very best employees.”

Psychologically healthy workplace practices fall into five categories: employee involvement; health and safety; employee growth and development; work-life balance; and employee recognition. Employee

participation in decision making, skills training and leadership development, flexible work arrangements, and programs promoting healthy lifestyle and behavior choices are just a few of the practices that help create a psychologically healthy workplace.

The Psychologically Healthy Workplace Awards have both local and national-level components. APA's PHWA is designed to showcase the very best from among the award winners recognized by APA's affiliated state, provincial and territorial psychological associations. Nominees are selected from a pool of previous local winners and evaluated on their workplace programs and policies in the areas of employee involvement, health and safety, employee growth and development, work-life balance and employee recognition. Awards are given to for-profit and not-for-profit organizations as well as government, military and educational institutions.

More information about APA PHWA winners is available at <http://apahelpcenter.mediaroom.com>. Organizations interested in learning more about creating a psychologically healthy workplace or applying for an award in their state, province or territory, can visit [www.phwa.org](http://www.phwa.org).

For more information about the Arizona Psychological Association visit [www.azpa.org](http://www.azpa.org).

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*The Arizona Psychological Association was founded in 1950 and became an affiliate of the American Psychological Association in 1951.*

***Our Mission:***

*The Mission of the Arizona Psychological Association is to support its members, advance the profession, preserve its integrity, promote health, and advocate in the public interest.*

*The American Psychological Association (APA), in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 148,000 researchers, educators, clinicians, consultants and students. Through its divisions in 54 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession and as a means of promoting health, education and human welfare.*