

**WILMINGTON UNIVERSITY**  
**COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** Wellness in the Workplace

**COURSE NUMBER:** ORG 322/PSY322

**I. COURSE DESCRIPTION:**

This course examines the importance of well-being in the workplace, the factors that influence it, and ways that organizations and leaders can enhance employee well-being. Students will learn about the social and emotional skills that sustain positive relationships at work, including the importance of Emotional Intelligence. Drawing on research and real-world case studies, the course will explore trauma-informed workplaces, the concept of burnout, self-care, and wellness programs, policies, and practices.

**II. MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

Analyze the role that mental health and well-being play in professional environments.

**Learning Outcomes:** The student will:

- A-1 Analyze the effect of work on one's health.
- A-2 Explain the importance of mental health and well-being in the workplace and their role in fostering a supportive environment.
- A-3 Adopt and apply strategies to thrive and enhance one's personal well-being.
- A-4 Explore the stigma associated with mental health problems in the workplace and ways to reduce the stigma.
- A-5 Describe the workplace as a setting for health promotion.

**GOAL B:**

Examine the factors that influence employee health and well-being.

**Learning Outcomes:** The student will:

- B-1 Examine the social, environmental, and individual determinants of health

and well-being.

- B-2 Describe the role that individuals' health habits and behaviors (e.g., sleep, good nutrition, exercise, etc.), needs, and motivation play in employee and workplace health.
- B-3 Explain the research-based benefits of experiencing happiness at work, for both individuals and organizations as a whole.
- B-4 Discuss how the changing nature of work and workforce demographics can affect employee health and mental well-being.
- B-5 Explain how organizational structure and management styles affect employee health and well-being.
- B-6 Apply theories of organizational change, employee engagement, and motivation to enhance workplace health and wellbeing.

### **GOAL C:**

Explore the trauma-informed approach and apply it in the workplace.

**Learning Outcomes:** The student will:

- C-1 Define trauma and explain how it influences employees' well-being.
- C-2 Explain the trauma-informed approach and apply it to the workplace.
- C-3 Describe different types of stress and the impact toxic stress can have on one's well-being.
- C-4 Describe strategies to identify and prevent burnout and to enhance self-care.
- C-5 Develop skills and confidence to support a colleague who is experiencing poor mental health and/or trauma in the workplace.
- C-6 Explore assessments used to measure health and safety risks, individual health needs, and employee stress.

### **GOAL D:**

Investigate workplace health and wellbeing programs, policies, and practices.

**Learning Outcomes:** The student will:

- D-1 Describe theoretical frameworks for workplace health and wellbeing programs.
- D-2 Explore different workplace health and wellbeing programs, policies, and practices.
- D-3

well-being programs.

D-4 Analyze the current evidence related to health promotion and workplace health and wellbeing interventions.

D-5

**Learning Outcomes:** The student will:

- G-1 Communicate information orally in a logical and grammatical manner.
- G-2 Present written information using standard APA style.