

Presentation Title	Place in Schedule
<p>A Multi-Method Exploration of How Work Contributes to Well-Being</p>	<p>Concurrent Session 1.6 <i>Day 2 – Wednesday</i> <i>May 9th, 2018</i> <i>1:00 – 2:15pm</i></p>
Description of Presentation	Presenter Name(s) And Credentials
<p>A broad array of approaches to conceptualizing and measuring well-being are presented in the literature, with most approaches stemming from an expert-driven process based on the research traditions, priorities, theories, and methodologies of a given field. We wanted to identify a comprehensive conceptualization of well-being constructed from the experiences and perspectives of a diverse set of people. We conducted an innovative measurement development process using narrative inquiry (102 semi-structured qualitative interviews) that identified 10 constituent domains of well-being: social connectedness, lifestyle behaviors, physical health, stress and resilience, emotional health, purpose and meaning, financial security, spirituality/religiosity, sense of self, and creativity/exploration. Once the 10 domains were identified, a 76 item survey measure was developed to reliably tap each of these domains and provide a comprehensive faceted well-being score. This survey instrument was administered online to over 1000 participants. In addition, participants were asked about their employment status and, if currently employed, their job satisfaction.</p> <p>Regression models (controlled for age, sex and educational attainment) showed that simply having a job (as opposed to being retired or a student or some other status) was not associated with well-being.</p> <p>However, having a job with which you were highly satisfied was positively associated with your overall well-being score and with many of the constituent domains of well-being. The qualitative interviews underscored the importance of work as a contributor to well-being as opposed to a detractor from wellbeing. Twice as many interviewees mentioned positive ways that work influenced their well-being than mentioned negative ways (58 versus 30 interviewees respectively).</p>	<p>Catherine Heaney, PhD, MPH <i>Stanford University</i></p>

Rigorous coding of the interviews identified the nature of these positive influences. They included (1) familiar, well-researched strategies such as providing financial security, providing health promotion resources, and allowing for work-life balance, as well as (2) other less familiar influences such as providing opportunities for seeking and finding purpose in life through one's work, experiencing mastery and a growth of confidence at work that then flowed into other life domains, and providing chances to exercise creativity and explore new arenas. The positive influences of work on health and well-being will be described and illustrated through quotes from our interviewees. These influences suggest novel interventions that can be evaluated for effects on worker well-being.