

Presentation Title	Place in Schedule
Small Business Wellness: Climate Assessment and Intervention for Safety Sensitive Occupations	Concurrent Session 2.4 <i>Day 2 – Wednesday</i> <i>May 9<sup>th</sup>, 2018</i> <i>2:30 – 3:45pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>The field of Total Worker Health can pay more attention to the needs of small businesses, especially in safety sensitive occupations of construction, transportation, and direct service work in hotels and restaurants. The Small Business Wellness Initiative (SBWI) is an evidence-based method for delivering health promotion and prevention programs. The SBWI is acknowledged in the National Registry of Evidence-Based Programs and Practices for its impact on enhancing employee health, as assessed via randomized clinical trial of 45 businesses. These businesses were drawn from the aforementioned industries. A core assessment tool within the SBWI is a brief omnibus measure of Organizational Wellness Climate (OWC). This paper will describe the OWC, psychometrics, and its role in moderating outcomes of an intervention.</p> <p>In the practitioner field of workplace health promotion, there is growing consensus that the effectiveness of programs depends upon a positive organizational climate. However, most scientific insight comes from studies of behavior-specific climates tied to physical health or safety and not behavioral risk. There is also little research that examines organizational level or aggregate data. Researchers employ individual level measures of perceived climate, and rarely include within-group agreement in their models.</p> <p>Researchers also agree that climate and culture are higher-level group constructs that are distinct from the lower-level individual differences constructs that compose them. Employees' perceptions of the work environment aggregate to form organizational climate. Aggregate measures are valid indicators, as they consider diverse views of those who contribute to the shared culture.</p> <p>Initial analysis of the OWC showed promising findings. Briefly, the results showed that for employees</p>	Shawn Reynolds, PhD <i>Organizational Wellness &amp; Learning Systems</i>

receiving the SBWI training the original 8-item OWC measure improved significantly across time compared to the control group, both from pre-test to post-test ( $F = 4.27, p < .05, N = 729$ ) and from pretest to 6-month follow-up ( $F = 14.29, p < .001, N = 538$ ). These climate outcomes are based solely on individual-level measures but show promise for an aggregated measure. Also, results from factor analyses show that 10 items consistently correlated with a total wellness-climate factor score. The 10 items include have good internal reliability (Cronbach's  $\alpha = .76$ ) and within-group agreement ( $rwg(j) = .89$ ). An initial discriminant factor analysis shows the 10 items are significantly more correlated with the total OWC score than with other climate factor scores. Items assess perceived truthfulness of coworkers, manageable job pressures, coworker attitudes, cultural diversity, embracing of conflict, access to health promotion, sound policies, and priority on health and safety. While the OWC measure appears distinct from other related scales, it also correlates with safety climate, group cohesion, and work pace. This presentation will review the details of OWC scale development, and show evidence for its construct validity, as well as its utility as a key factor in moderating health promotion interventions. Importantly, we distinguish between wellness climate and the more often used measure of safety climate. This paper will discuss the implications of assessing climate as a easy-to-use practical tool for small business owners as well as the challenges associated with disseminating such a tool for purposes of enhancing TWH initiatives for small businesses.