

# Contents

## **Part I Why Well-Being Matters**

<b>1</b>	<b>For Individuals</b>	<b>3</b>
<b>2</b>	<b>For Organizations</b>	<b>15</b>
<b>3</b>	<b>Well-Being and Employee Engagement</b>	<b>31</b>

## **Part II What is Well-Being?**

<b>4</b>	<b>Psychological Well-Being</b>	<b>45</b>
<b>5</b>	<b>Measuring Well-Being and Workplace Factors</b>	<b>57</b>

## **Part III What Influences Well-Being?**

<b>6</b>	<b>The Whole Person and Psychological Well-Being</b>	<b>73</b>
<b>7</b>	<b>Work and Well-Being</b>	<b>89</b>

**Part IV    Getting the Benefits**

- 8    Improving Psychological Well-Being: Personal Development and Resilience**      111
- 9    Improving Well-Being: Building a Healthy Workplace**      125

**Part V Case Studies**

- 10   Wellbeing and Resilience at Rolls-Royce**      139  
*David Roomes*
- 11   Mental Health—The BT Journey (So Far)**      149  
*Paul Litchfield*
- 12   Health and Wellbeing in the Civil Service**      161  
*Civil Service Employee Policy*
- 13   On Track for Wellbeing: Everyone Fit for the Future**      173  
*Vikie Buxton-Cope and Brenda Desbonne-Smith*
- 14   Tesco Bank Wellbeing Case Study**      179  
*John Dickinson and Nigel Jones*
- 15   Wellbeing in the John Lewis Partnership**      189  
*Nick Davison*

**Author Index**      199

**Subject Index**      203