



Kristianstad  
University  
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in the Workplace  
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# Staff development talks from a wellbeing perspective

Focus-group interviews with managers  
in a Swedish inter municipal corporation company

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# Background

- “Wellbeing” at work
  - The Swedish Work Environment Authority's Constitution
  - Occupational Health & Safety (OHS)
  
- Workplace Health Promotion (WHP)



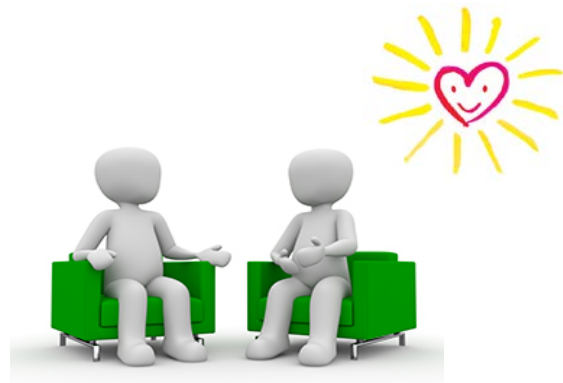
# Background

- Manager - coworker dialogues
  - Performance appraisal interview
  - Staff development talk (SDT)
  - Coworker dialogue
- Wellbeing in dialogues



# Study

- The aim was to explore managers' description of SDT implementation from a wellbeing perspective.



- 3 semistructured FG-interviews
- 15 managers
  - (3 women)
- Conventional qualitative content analysis



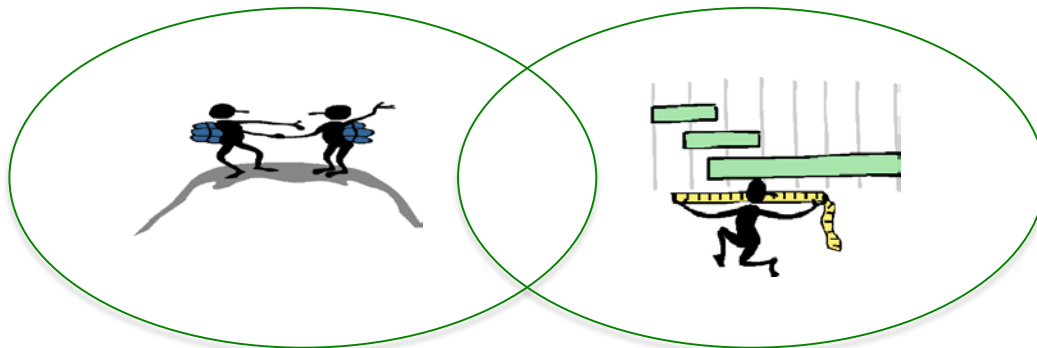
# SDT framework

- SDT with support from company values and guidelines



# Results

- Clarity and concretisation
  - Planning
  - Performance
  - Follow up
- Usefulness
- Manager approach X2



# Manager approach to SDT

## Interpersonal



- *SDT is a great opportunity to, ones a year, sit down and really talk about how the employee is, how things are going at work, with the family and so on.*

## Operational

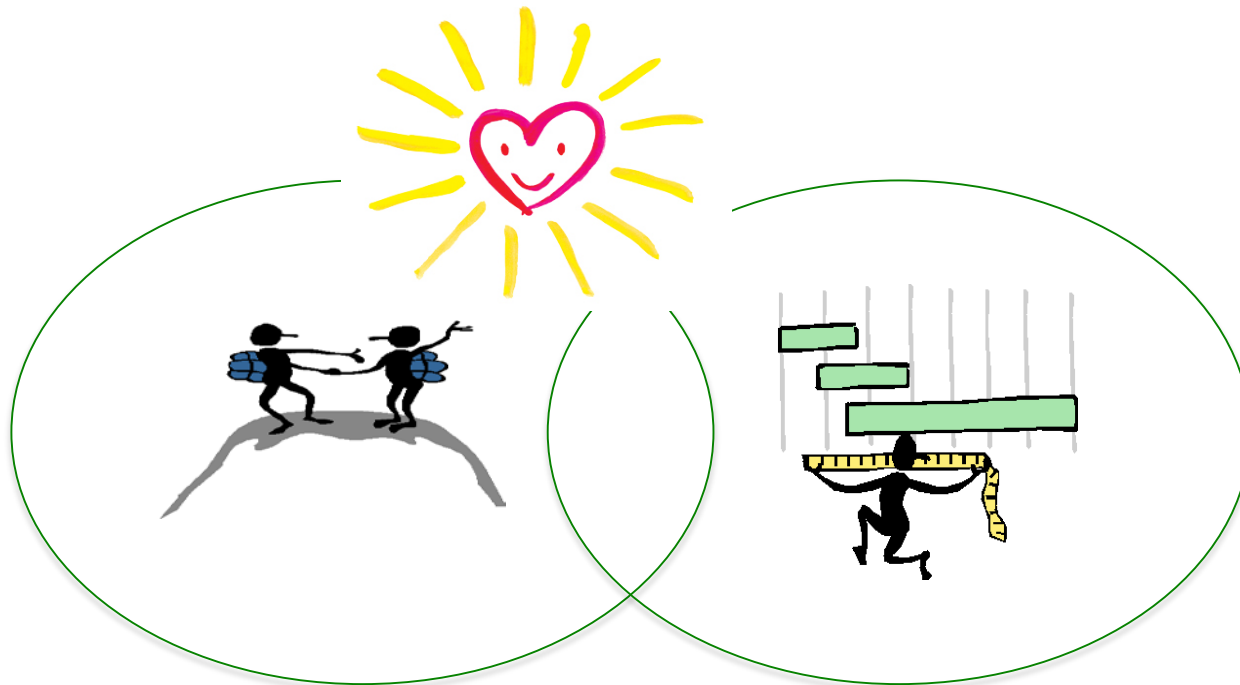


- *To sit down and chat about this or that doesn't give you the concrete tool to actually push things forward. The aim of the SDT is a development for the individual, the unit and the company.*



# Conclusion

- The wellbeing perspective is more or less in focus, due to managers having different approaches to SDT.





# Conclusion

- Managers communication, reflection and sensemaking is needed, for employees to have equal opportunities for workplace related wellbeing through SDT:s



# Thank you for your attention!

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