



If you are not currently in paid work or engaging in valued productive activities (as per work definition).....

How would returning to Work (or work-related activities) improve your Health and Well-being?

In the box below, write down your ideas of what kind of activity/activities this could include....



If you are in paid work or engaged in valued productive role/s (see definition of work).....

Is your Job good for your Health and Well-being?

You may feel that you are struggling to maintain your health and work, and that your job is actually having a negative effect on your health and well-being.

This may be because you are not able to manage your pain effectively at work. It may also be because you do not feel supported or understood by your manager(s) or you may be concerned about your employment status if you do ask for, or persist in asking for, help.

It might help initially to step back and get things in perspective.

“Is work good for your health and wellbeing?”

This question formed the basis of research which came to the following conclusions:

- There is strong evidence that in general (good) **work** is good for physical and mental **health and well-being** in comparison with inactive unemployment (worklessness); which is associated with poorer physical and mental health and well-being.
- And this is true whether you're healthy, disabled, have common health problems or claim benefits.

‘Good’ work

For this to be true, they also concluded that it meant being in a ‘*good job*’, which is:

- One that you choose and are happy with
- Work which:
 - is Healthy
 - is Safe
 - offers some influence over how your work is done
 - offers a sense of self-worth
 - is accommodating, supporting and non-discriminatory (including of sickness and disability)



Now consider how 'good' for you your job is by rating it out of 10 for each of the following:

-	+											
Extremely unhealthy	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr></table>	1	2	3	4	5	6	7	8	9	10	Enhances your health
1	2	3	4	5	6	7	8	9	10			
Extremely unsafe	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr></table>	1	2	3	4	5	6	7	8	9	10	Very safe
1	2	3	4	5	6	7	8	9	10			
You have no influence or control	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr></table>	1	2	3	4	5	6	7	8	9	10	You have complete influence and flexibility
1	2	3	4	5	6	7	8	9	10			
Completely undermines your self-worth	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr></table>	1	2	3	4	5	6	7	8	9	10	Enhances your self-worth
1	2	3	4	5	6	7	8	9	10			
Judgemental. Discriminatory Help and support are refused	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr></table>	1	2	3	4	5	6	7	8	9	10	Extremely accommodating, supportive and non-discriminatory
1	2	3	4	5	6	7	8	9	10			

Now that you've had some time to reflect, think about the following questions and make some notes in the spaces provided.

To improve the impact your job has on your Health and Well-being:

- **what small things can you do?**

- **who can you talk to?**

For information on Reasonable Adjustments refer to handout: *Disability and The Law*

For information on getting help in and outside work refer to handout: *Getting help in the workplace*



You may feel that there is little you can do to positively improve your job. In which case you may want to consider the following questions?

What are the advantages (pros) for your Health and Well-being of staying in your job or current role and making what changes you can?

What are the disadvantages (cons) for your Health and Well-being of staying in your job or current role?

To help you weigh up your options:

- **what do you need to do?**

- **who can you talk to?**