

What Is an Effective Workplace?

Effective workplaces recognize that employees are an organization's greatest resource and make a critical difference in the organization's ability to not merely survive, but to thrive. To be truly effective, a workplace—its design, practices and policies—must benefit both the organization and its employees.

Since 2002, Families and Work Institute (FWI) has engaged in a research journey to define the elements that make up effective workplaces. FWI's *National Study of the Changing Workforce* data has revealed six criteria of effective workplaces, all of which benefit both the employee and the organization.



Effective Workplaces are associated with better *Employee Outcomes*:

- Employee engagement
- Job satisfaction
- Turnover intention

Effective Workplaces are linked to better *Health and Well-Being Outcomes* like:

- Overall health
- Frequency of minor health problems
- Indicators of depression
- General stress level
- Frequency of sleep problems

Opportunities for Learning

A job where the meaning and importance of the work is clear; that encourages learning and creativity; and has enough task variety to keep you interested.

Culture of Trust

A workplace culture where supervisors are trustworthy, ethical, and seek your input to improve performance.

Work-Life Fit

Having the support, schedule and flexibility you need at work in order to effectively manage your work and personal/family responsibilities.

Supervisor Support for Work Success

Supervisors who provide you with honest and relevant information needed to do your job well and who recognize you when a job is well done.

Satisfaction with Earnings, Benefits & Advancement Opportunities

Having reasonable benefits and earnings for your job and adequate opportunities for advancement.

Autonomy

The ability to decide or have input into what your job entails, how it is done, and to be true to yourself while doing it.

When Work Works (WWW) is a national initiative, led by the partnership of the Families and Work Institute (FWI) and the Society for Human Resource Management (SHRM), to help businesses of all sizes and types become more successful by reinventing their workplaces. The initiative administers the annual [WWW Award](#), which recognizes exemplary employers for creating effective and flexible workplaces to increase business and employee success.

Visit WhenWorkWorks.org and email us at WhenWorkWorks@shrm.org to join our email list.