

Readings on social connections in the workplace

Social Connections Matter

This document was developed by the Community Engagement Team of Insurance and Care NSW (icare). icare acknowledges the authors of these publications and thanks are extended for the use of this content.

References

Getting started flyer

Positive social connections keep us happier and healthier throughout our lives.

Harvard Study of Adult Development. <https://www.adultdevelopmentstudy.org/>

No matter your age, gender, background or role, social relationships are crucial for promoting physical and mental wellbeing.

Holt-Lunstad, J., Smith, T.B., Bradley Layton, J. (2010). Social Relationships and Mortality Risk: A Meta-analytic Review. PLOS Medicine. <https://doi.org/10.1371/journal.pmed.1000316>

After an illness, trauma, accident or workplace injury, social factors play a big role in returning to work.

Maceachen, E., Kosny, A., & Ferrier, S. (2007). Unexpected barriers in return to work: lessons learned from injured worker peer support groups. *Work*, 29, 155-164

Social isolation and low levels of social support is associated with the worsening of a host of medical conditions.

Xia, N., & Li, H. (2018). Loneliness, Social Isolation, and Cardiovascular Health. *Antioxidants & redox signaling*, 28(9), 837-851. <https://doi.org/10.1089/ars.2017.7312>

Research has shown that strong social connections in the workplace have a positive impact on workers' mental, emotional and physical health, leading to improved outcomes for businesses.

PWC. (2014). Creating a mentally healthy workplace - Return on investment analysis Final Report. http://www.headsup.org.au/docs/default-source/resources/beyondblue_workplaceroi_finalreport_may-2014.pdf

Prevention fact sheet

Strong social connections in the workplace have a positive impact on an employee's mental, emotional and physical health, leading to improved outcomes for businesses.

Australian Government Department of Health. 2019. Head to Health.

<http://www.headtohealth.gov.au/supporting-someone-else/supporting/co-workers>

Recovery fact sheet

Contacting your worker in the first two days builds trust and can see around a 400% improvement on return to work outcomes.

Buyts, N., Wagner, S., Randall, C., Yu, I., Geisen, T., Harder, H., Alex Fraess-Phillips, A., Hassler, B. & Howe, C. (2016). Australian employee perspectives on disability management in relation to job satisfaction, physical and mental health, workplace morale and reduced sickness absence. *International Journal of Disability Management*, 11, 1-8. <https://doi.org/10.1017/idm.2016.4>

Social support is associated with decreased pain.

Moore, J. E., Von Korff, M., Cherkin, D., Saunders, K., & Lorig, K. (2000). A randomized trial of a cognitive-behavioral program for enhancing back pain self care in a primary care setting. *Pain*, 88, 145-153

A worker recovering from injury who feels connected to their work colleagues is more likely to want to return to work.

Kosny, A., Lifshen, M., Pugliese, D., Majesky, G., Kramer, D., Steenstra, I., Soklaridis S. & Carrasco, C. (2013). Buddies in bad times? The role of co-workers after a work-related injury. *Journal of Occupational Rehabilitation*, 23, 438-449

A bibliography for broader reading on social connections in the workplace

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Carmeli, A., Brueller, D. & Dutton, J. (2009). Learning Behaviours in the Workplace: The Role of High-quality Interpersonal Relationships and Psychological Safety. *Systems Research and Behavioural Science Syst. Res.* 26, 81-98

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Health and Productivity Institute of Australia 2010, Best Practice Guidelines – Workplace Health in Australia. <https://www.healthierwork.act.gov.au/wp-content/uploads/2015/01/HAPIA-Best-Practice-Guidelines.pdf>

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