The Resilient and Sustainable Workplace

Webinar: Wellness for Librarians: resources and examples

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Project
"The sustainable/resilient workplace"

Goal:
• A more sustainable and resilient library organization as well as a better working environment and a higher level of well-being for staff.
• Generate new scientific knowledge for the library community, nationally as well as internationally.

A collaboration with Magnus Lindén, Institution of Psychology, University of Lund
Workshop 1:
Trust at the workplace

A high level of trust among employees is linked to a number of positive outcomes, including:

- better work performance,
- better ability to handle challenging and stressful situations
- higher job satisfaction
- greater commitment in the workplace
Trust at the workplace

Dimensions:

- Ability – knowledge
- Willingness – want to help and care
- Integrity – fair, wordy and consistent

Source: Research study 2021, Lund University
Feedback

Seminar
Weekly feedback exercise
Workshop 2: Deal with uncertainty

A feeling of uncertainty in the workplace is usually linked to employees:

• feeling lower control over work situation
• poorer adjustment
• lower level of trust
• higher stress and anxiety

Factors which have been present in various ways in most workplaces during the pandemic.
Deal with uncertainty

All employees – become “experts” in managing uncertainty and risks.

From a resilience perspective – the organization strive to be proactive rather than reactive when it comes to dealing with uncertainty.

This goal can be achieved

• by strengthening employees' personal ability to handle uncertainty
• have a flexible and healthy work structure
Reduce uncertainty – result...

Management:
• Continuous information – situation and measurements
• Employees involvement in decisions
• Clear routines as well as space for creativity
• Measurements taken created a feeling of security
Employees got a more resilient view of themselves:
• learned to be positive about change and have confidence in their own abilities and in management
• gained an increased insight that they are capable of adapting to new circumstances
• greater focus on the importance of highlighting what is positive about colleagues
• and the important work for democracy that the staff at the library performs
Workshop 3 and 4

Our identity & Our strengths
... and continuous work in the daily business
Together we create the sustainable workplace

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