

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

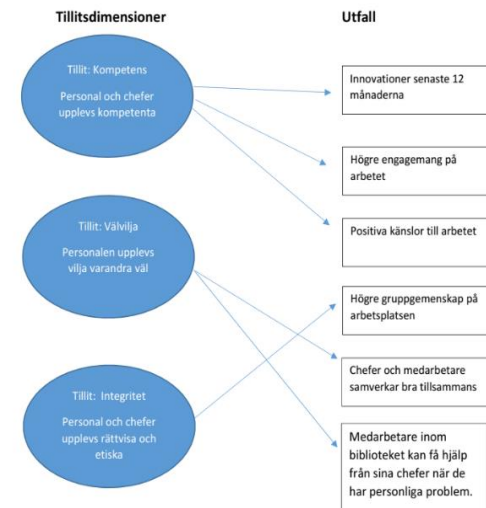
- better work performance,
- better ability to handle challenging and stressful situations
- higher job satisfaction
- greater commitment in the workplace



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



...reduce uncertainty - result

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 strenghts



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**... and continuous work
in the daily business**



Together we create the sustainable workplace



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