

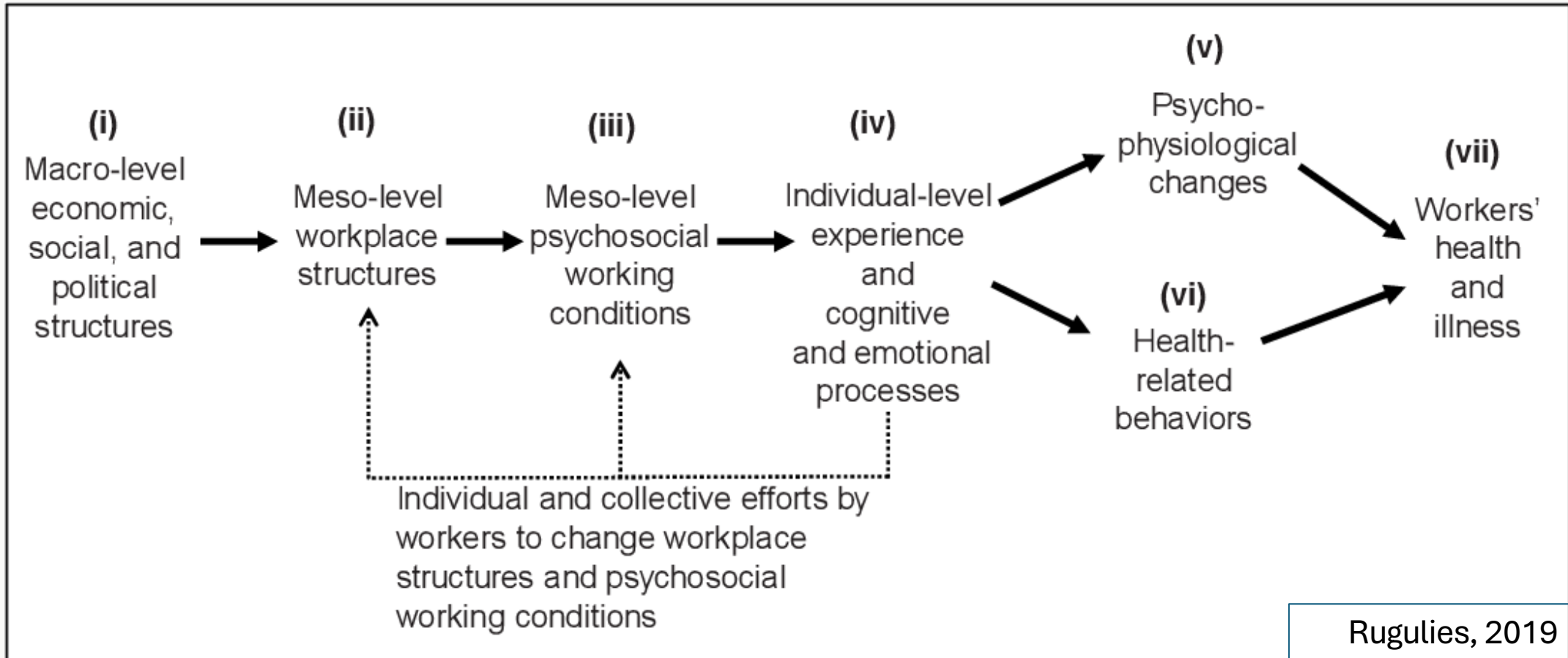
Una lettura psicologico-organizzativa dei risultati della survey

Massimo Miglioretti

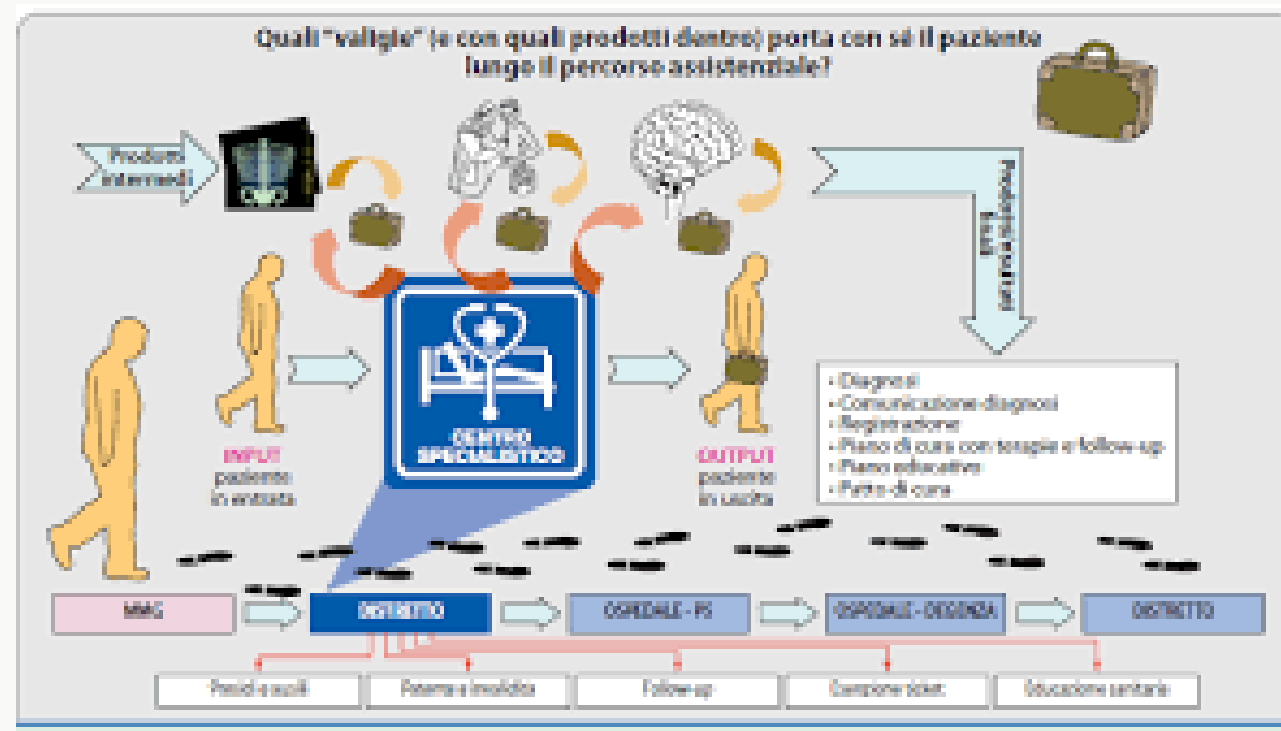
Perché è importante promuovere il benessere nelle organizzazioni?

- In healthy organizations, culture, climate, and good practices create an environment that can promote employee health and safety as well as organizational effectiveness (Lowe, 2010).
- A healthy organization is conducive to healthy and successful business (De Smet et al., 2007; Grawitch and Ballard, 2016) thus underlining the strong link between organizational profitability and workers' well-being (Raya and Panneerselvam, 2013; Arnoux-Nicolas et al., 2016).

Come agire?



A livello organizzativo



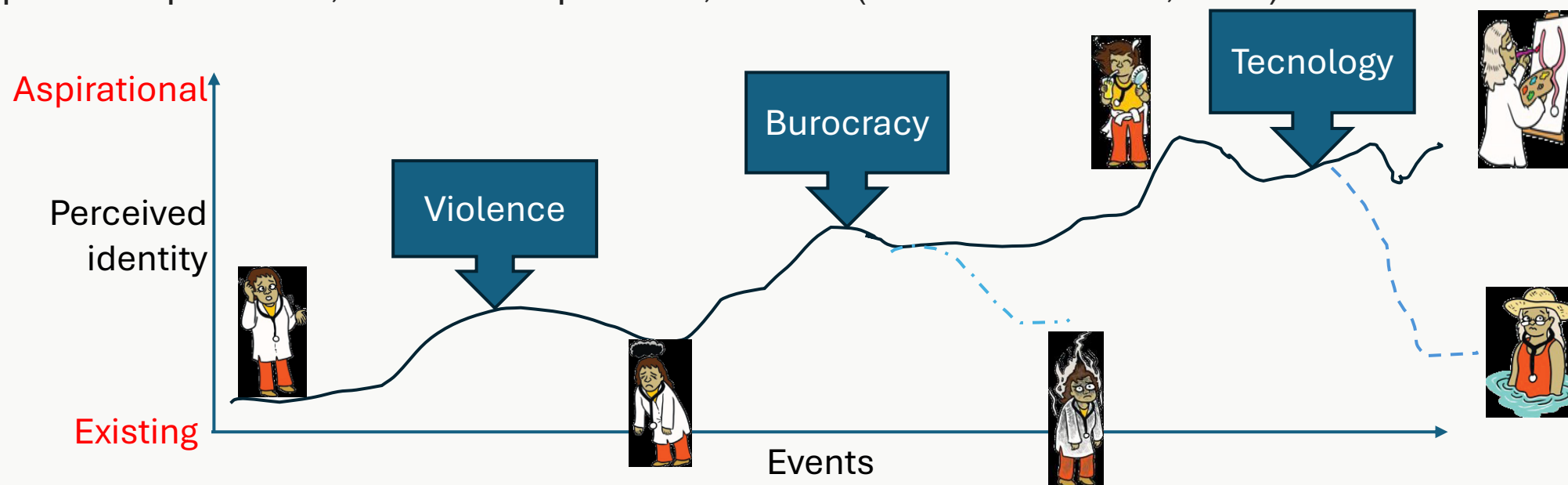
A livello psico-sociale.

The prevalence of the term “team” in healthcare makes the synthesis and advancement of the scientific understanding of healthcare teams a challenge. Future research therefore needs to better define the fundamental characteristics of teams in studies in order to ensure that findings based on real teams, rather than pseudo-like groups, are accumulated (West & Lyubovnikova, 2013)



Professional identity of physicians.

Professional Identity in medicine is the gradual transformation that occurs in the process of becoming a doctor, as professional values, beliefs, behaviors, relationships, roles, and responsibilities become integrated into an aggregate of existing identities. This process is individualized, yet contextual, psychosocially grounded, and subject to lifelong deconstruction and reconstruction depending on how the person experiences, and thus responds to, events. (Sarraf-Yadzi et al., 2024)



Per concludere: alcune sfide

1. Supporto all'identità professionale
2. Sviluppo capacità di gestione team/equipe
3. Condivisione della cultura aziendale di cura e assistenza (corporate identity?)

Aziende
sanitarie e
Accademia



Dipartimento di
Psicologia

Università degli Studi di Milano-Bicocca

Edificio U6 - Agorà
Piazza dell'Ateneo Nuovo 1 - 20126 Milano
psicologia.unimib.it/it