

Government of **Western Australia**
Child and Adolescent Health Service

THE UNIVERSITY OF WESTERN AUSTRALIA

Leader work design for psychosocial risk management and sustainable leadership: A qualitative exploration

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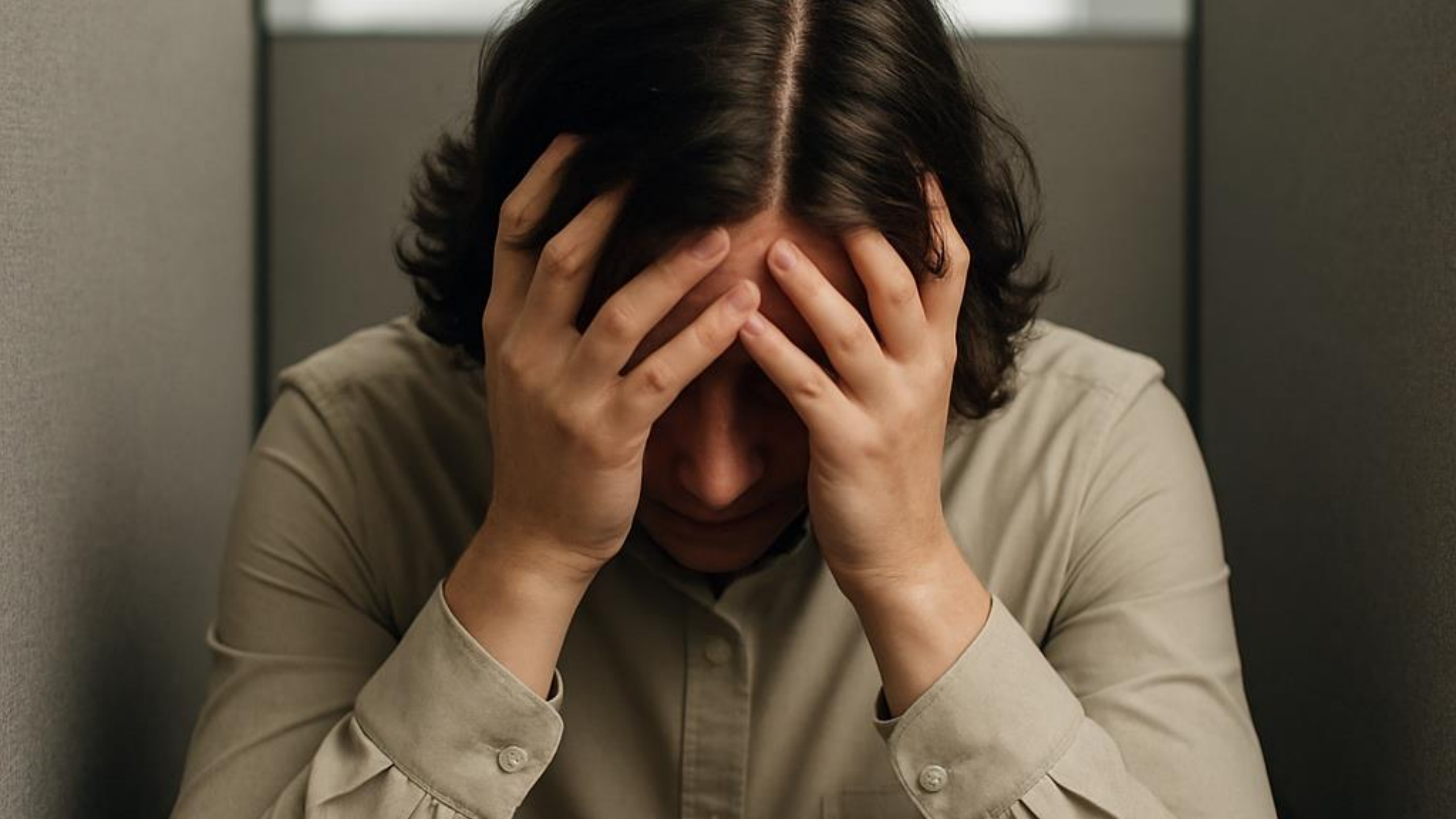
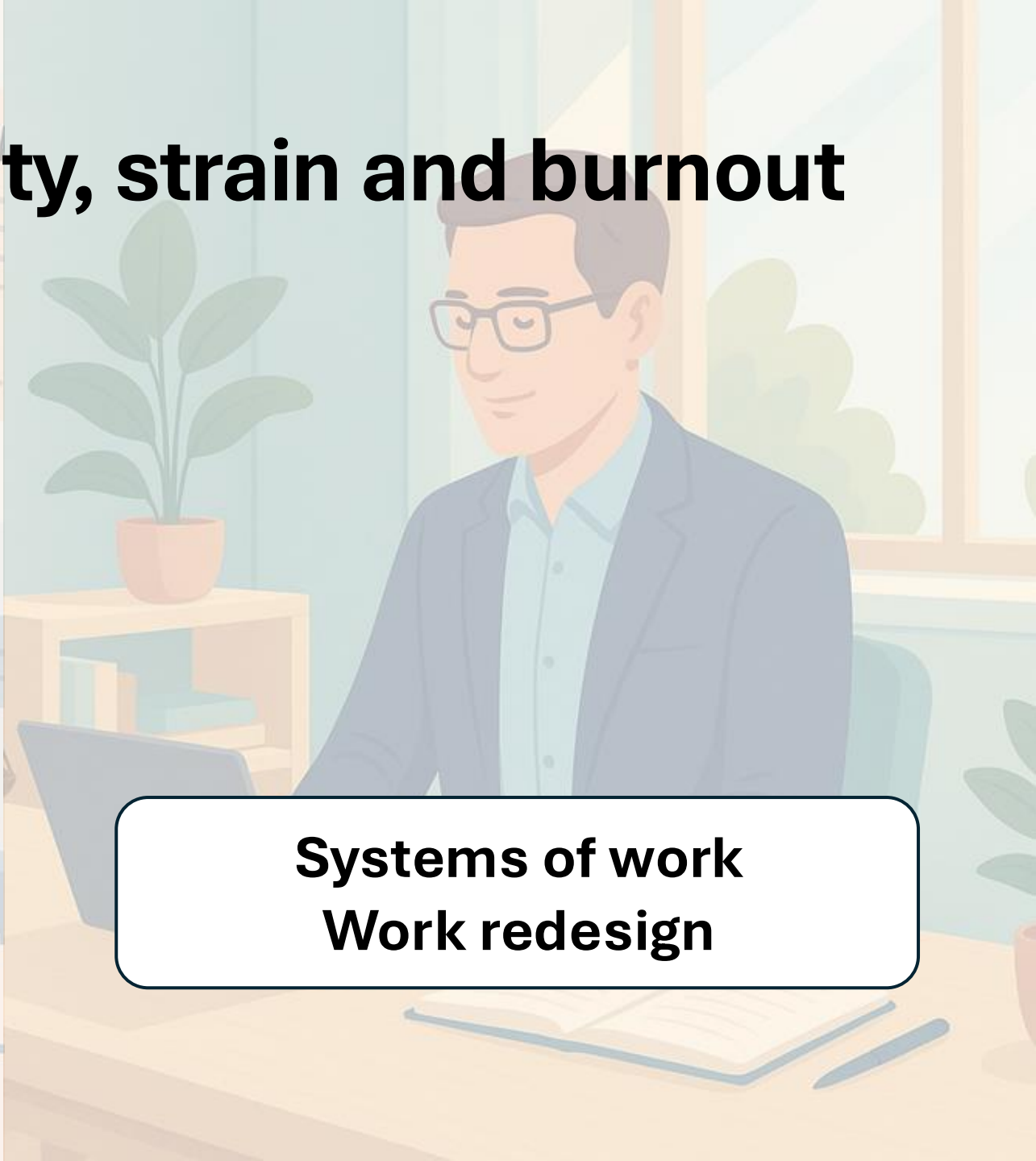


Leader role desirability, strain and burnout

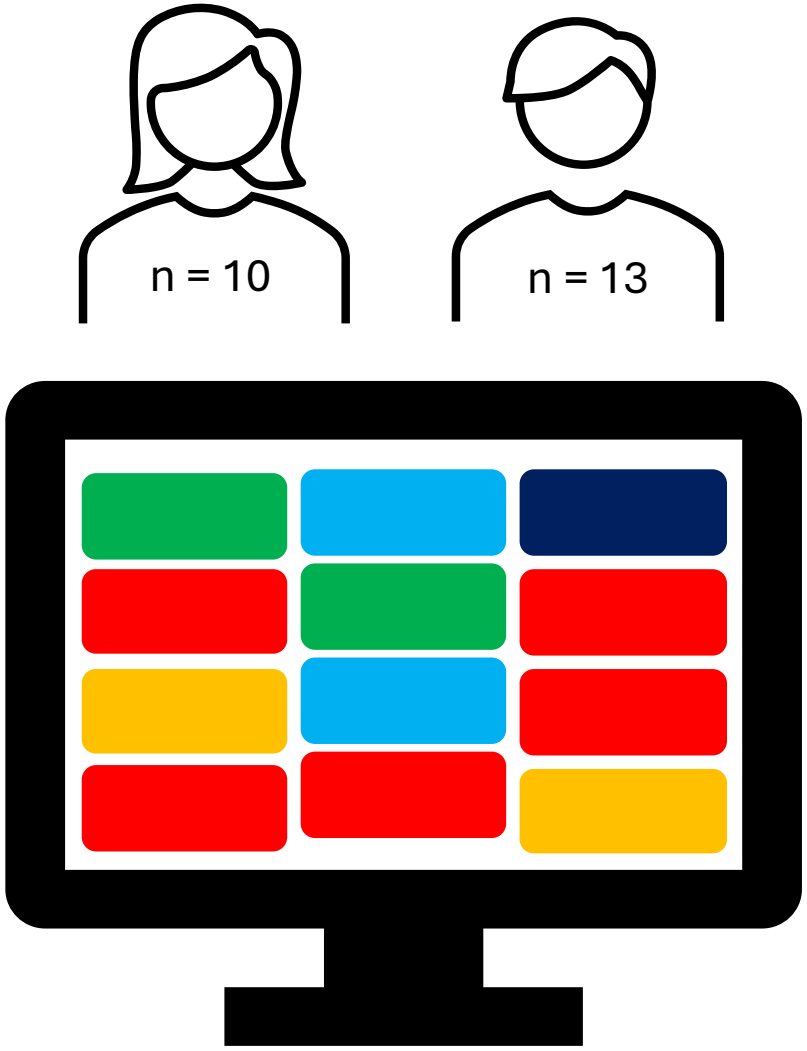




Rising leader burnout
Less desirable role

Systems of work
Work redesign

Thesis project



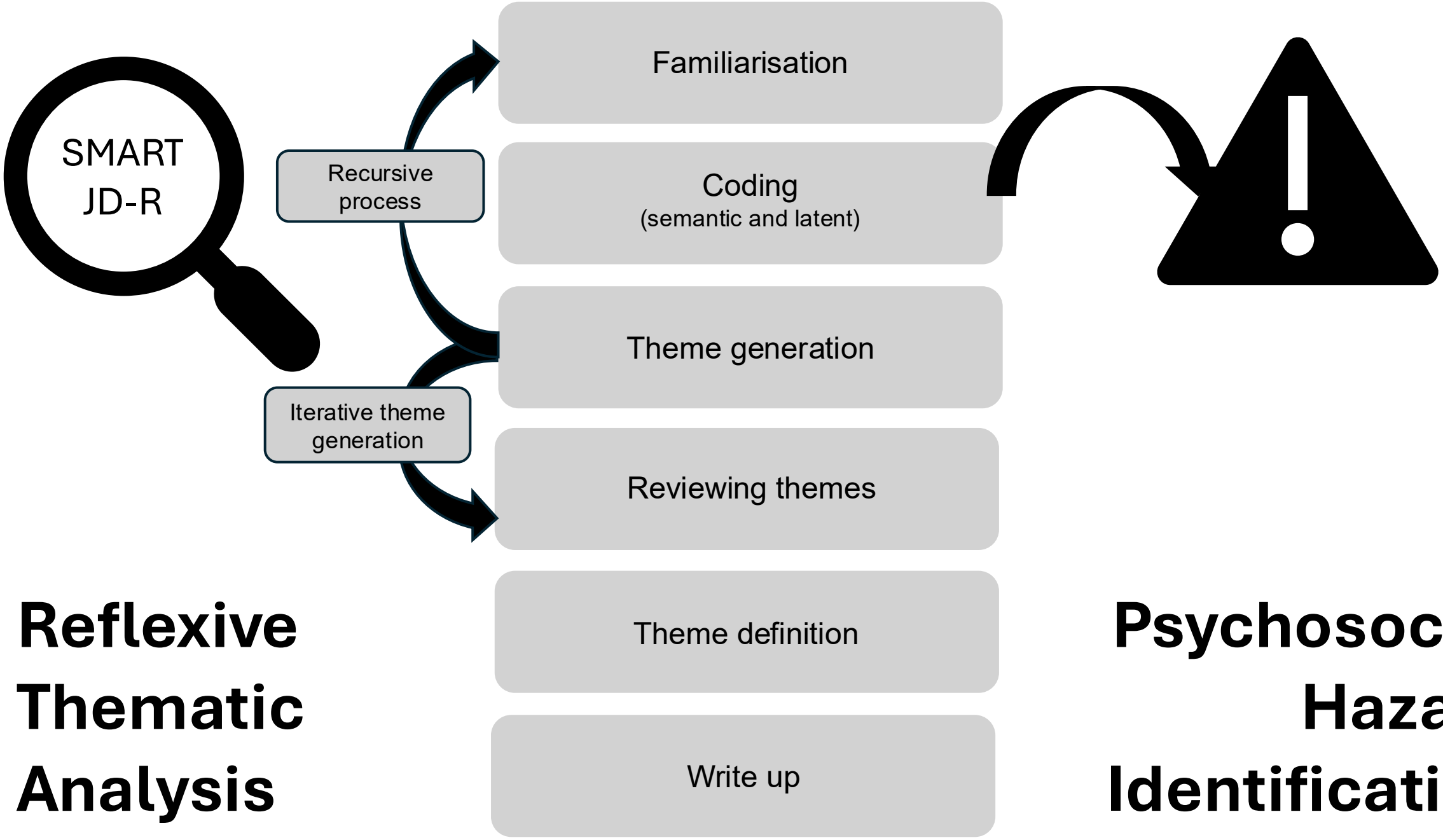
23 mid-level leaders, mining sector

Snowball recruitment via LinkedIn and direct appeals (motivated participants)

60 min MS Teams semi-structured interviews (JD-R, SMART Work Design, wellbeing, job redesign)

Grounded in “typical or average week”

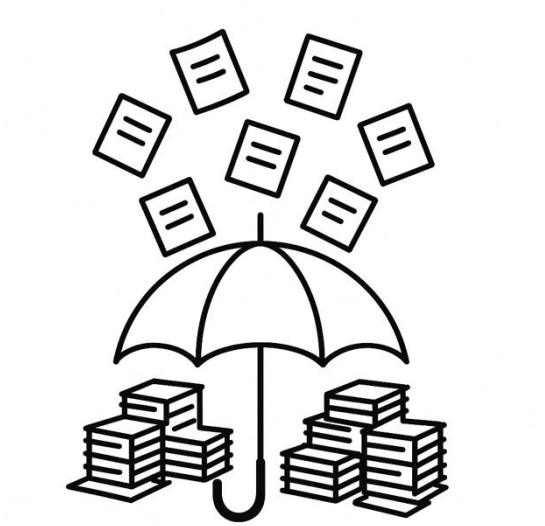
Local and global participants



Reflexive Thematic Analysis

Psychosocial Hazard Identification

Research Themes



The Overloaded Umbrella

- Overload
- Umbrella



Additional Resources Fallacy

- Partial Autonomy
- Conditional Support



Strains Despite Strategies

- Wellbeing Scaffolding
- Systemic Strain

Implications for Practice

Research Themes	Psychosocial Hazards	Work Redesign
The Overloaded Umbrella	Role / work overload	Protected time
Additional Resources Fallacy	Low role clarity / role conflict	Build buffer into “strategic” plan
Strains Despite Strategies	Low support / recognition	Role, objectives & accountability clarity
	Low job control / autonomy / agency	Organisational support

Thank you

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