



# SAFETY TALKS




## 13 Factors of Psychological Health and Safety

### 13 Factors of Psychological Health and Safety in the Workplace

Psychological hazards are present in every organization. Just as physical health affects an employee's ability to perform tasks, mental health plays a pivotal role in their cognitive, emotional, and interpersonal functioning. In Canada, around 76% of employees report experiencing moderate to high levels of workplace stress, with young workers (18-34 years old) reporting the highest levels.

#### What's the Danger?

The 13 Factors of Psychological Health and Safety in the Workplace are related to how the work environment, interactions, and organizational practices can influence an individual's mental and emotional state. They play a significant role in shaping the overall well-being of employees and can affect their stress levels, job satisfaction, and mental health.

13 Factors of Psychological Health and Safety in the Workplace		Organizational Culture	A work environment characterized by trust, honesty, fairness and communication
 Psychological Support	Provide a supportive environment for employees' psychological and mental health concerns and respond appropriately.	 Involvement & Influence	Employees are included in discussions about how their work is done and how important decisions are made.
 Clear Leadership & Expectations	Effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are impending changes.	 Psychological Protection	Psychological safety is ensuring workers feel able to ask questions, seek feedback, report mistakes and problems, or propose new ideas without fearing negative consequences.
 Balance	Recognition of the need for balance between the demands of work, family, and personal life.	 Workload Management	Tasks and responsibilities can be accomplished successfully within the time available.
 Civility & Respect	Interactions are respectful and considerate including with other workers, customers, and the public.	 Engagement	Workers feel connected to their work and are motivated to do their job well.
 Growth & Development	Encouragement and support for the development of employee interpersonal, emotional and job skills.	 Psychological Demands	A good fit between employees' interpersonal and emotional competencies and the requirements of the position.
 Recognition & Reward	Includes appropriate acknowledgment and appreciation of employees' efforts in a fair and timely manner.	 Protection of Physical Safety	Appropriate action to protect the physical safety of employees.

Embracing these 13 psychological factors can boost mental health for both individuals and companies, fostering positive change in the workplace.



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### Safety Tips

- ✓ Raise awareness through education on the importance of mental health and recognizing signs of stress or mental health challenges early.
- ✓ Learn about your workplace's mental health policies, procedures, and available resources.
- ✓ Set clear boundaries between work and personal life. Engage in activities that bring you joy and relaxation outside of work.
- ✓ Seek support through mental health resources, such as Employee Assistance Programs (EAPs) or talking to trusted colleagues or friends for emotional support.
- ✓ Openly communicate with your supervisor about your workload and any challenges you're facing. Raise concerns or suggestions for improvements related to mental health.
- ✓ Take breaks away from your workspace to recharge. Using breaks to stretch or take short walks can have positive effects on mental health.
- ✓ Organize your tasks and prioritize them to reduce stress. Avoid multitasking, which can lead to increased stress levels.
- ✓ Participate in discussions and initiatives related to workplace mental health. Mental health training helps build awareness and skills in managing these challenges.
- ✓ Promote a culture of kindness and empathy. Be a supportive colleague by listening and offering help when appropriate.

### Demonstrate

Review safety policies and procedures to ensure considerations are made for psychological health and safety.

Develop a wellness program that promotes physical and mental health.

Review and communicate available mental health resources.

### Discussion

What are examples of psychological hazards in the workplace?

Should incidents involving psychological health and safety be reported and documented? Why or why not?

#### DID YOU KNOW?

According to a study by the World Health Organization (WHO), companies with well-implemented health initiatives have reported a 28% reduction in sick leave and absenteeism among their employees.



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## Manitoba Workplace Safety and Health Act and Regulation

Section 4(1)(a) - General duties of employers

CSA Z1003-13 (R2018) "Psychological health and safety in the workplace - Prevention, promotion, and guidance to staged implementation"

### Workers Involved in this Safety Talk

Date: \_\_\_\_\_

Name	Signature

Name	Signature

### Notes

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Please contact S2SA with any questions or concerns!

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