

Psychological Health and Safety Survey Report

Organization : SChool District #22

Survey Name: SD22 Staff Wellness Survey 2023

Survey close date: 2023-04-28 23:59:00

Survey creation date: 2023-02-24 12:27:58

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Survey Results

Overview

This report shows the combined scores for all survey statements by psychosocial factor and hazard. Results by individual statement allow for more targeted analysis of employee concerns. Specific statements are grouped together to provide indicators of workplace inclusion and workplace stress or trauma.

This report provides you with valuable information based on your employees' perceptions. To help you decide where to begin on your journey of improving psychological health and safety, we recommend you use the free [Psychological health and safety change process](#) to think critically about which actions will best meet your goals.

Critical next steps in this process are to:

- [interpret your results](#)
- [engage your employees](#) in discussions to understand the cause of their concerns
- [develop potential solutions](#) for creating reasonable and sustainable changes.

Psychosocial Factor Summary

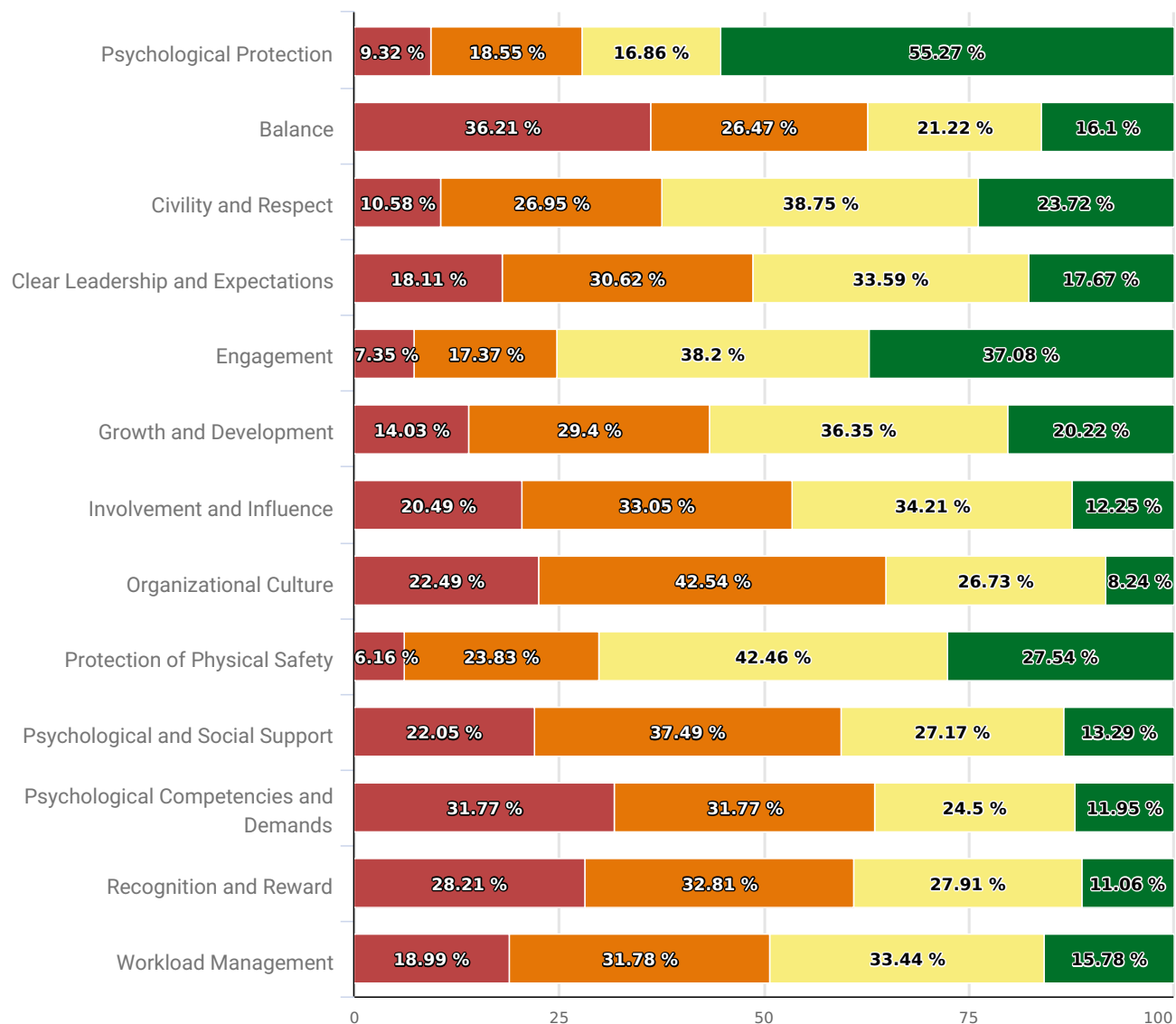
The Psychosocial Factor Summary combines the responses for all statements for each factor for a general overview. However, it should be noted that when data is combined in this way, there's a risk that some important information may be missed. For example, if one employee is facing discrimination, this could be a human rights concern, even if there is an overall positive result from the rest of the survey sample group.

This is why it's important to review Psychosocial Factors by Statement as well. The individual statements help you identify issues with more specificity to help you choose actions to address and improve psychological health and safety at work.

Although Serious, Significant and Some Concerns provide opportunity for improvement, remember to also acknowledge and celebrate identified Relative Strengths.

Serious Concerns*	Significant Concerns*
Some Concerns **	Relative Strengths***

- * Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.
 - ** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.
 - *** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.
- Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.



Evidence-based actions for psychological health and safety are based on research or practice that can improve each psychosocial factor. In most cases, free resources are provided to help you move forward with or without additional funding.

Psychosocial Factors by Statement

Each factor is broken down by the results of individual survey statements to help you understand and respond to specific challenges and strengths. When you are ready to determine which actions your organization will prioritize, many resources are available to help you with action planning.

Note: The Organization Team Prediction reflects the results of the Organizational Review, where a leadership team reviewed organizational data and information to estimate an average response.

Psychological Protection is listed first. This factor's statements may be linked to legal and health risks and could be a high priority for action planning to address any issues. Any number of Serious Concerns in this area merit consideration for review and change.

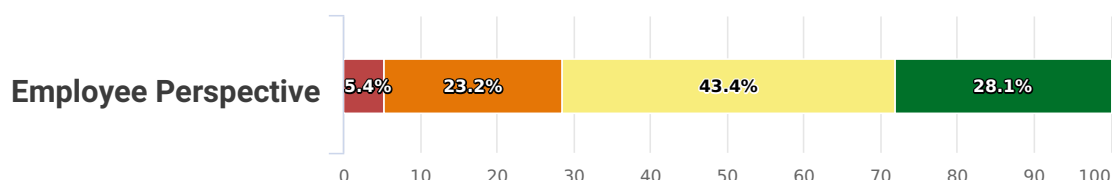
In a work environment with adequate psychological protection, employees are free from bullying, harassment, stigma and discrimination.

Review [evidence-based actions and responses](#) for this factor.

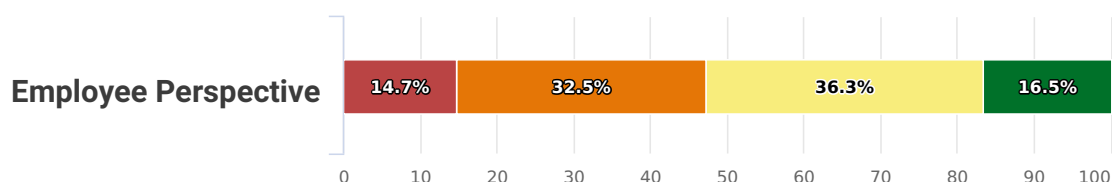
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My employer makes efforts to prevent harm to employees from discrimination.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.

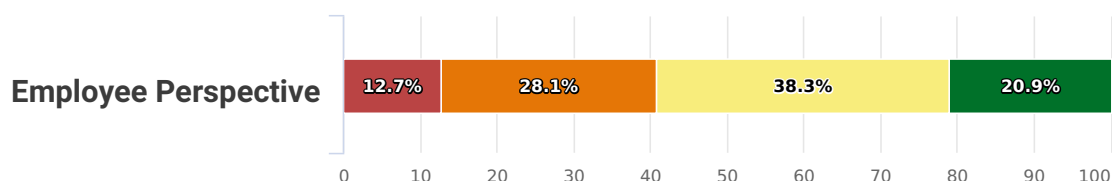


2. It is safe to speak up at work.



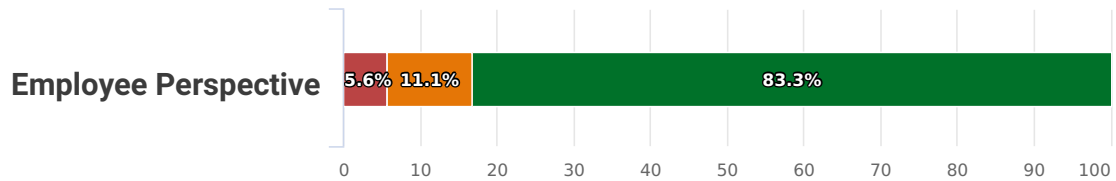
3. My employer makes efforts to prevent harm to employees from bullying.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.



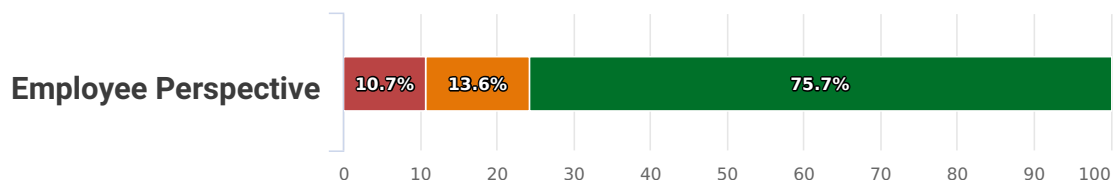
4. I am currently being treated unfairly at work because I have a mental illness.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



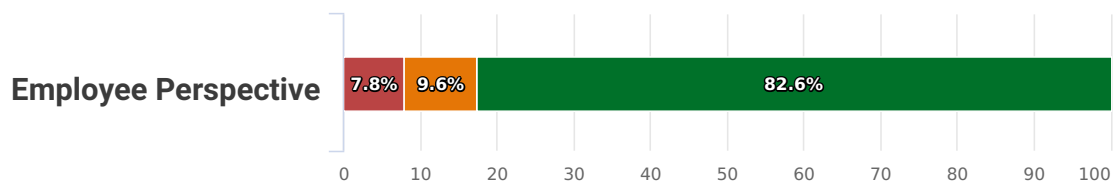
5. I am currently being bullied at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



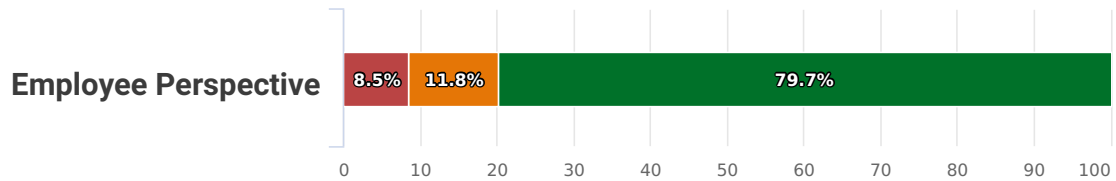
6. I am currently being harassed (verbally, physically, or sexually) at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



7. I am currently experiencing discrimination at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

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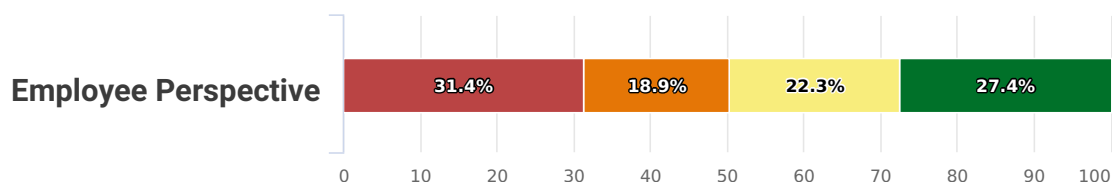
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive balance, employees are supported to manage the demands of work, family and personal life.

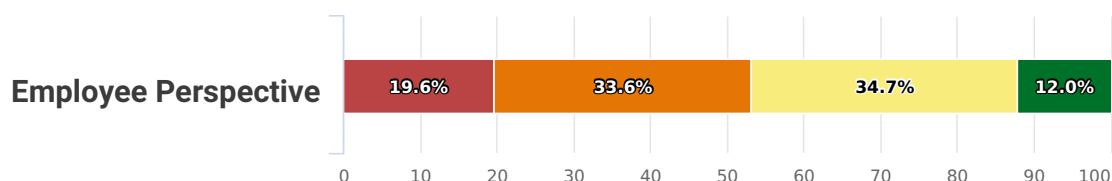
Review [evidence-based actions and responses](#) for this factor.

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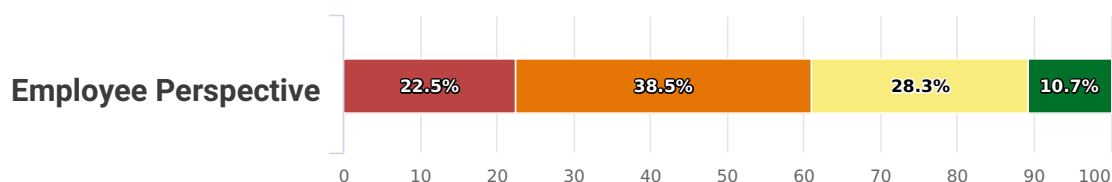
1. My employer encourages me to take my entitled breaks.



2. I am able to reasonably balance the demands of work and personal life.

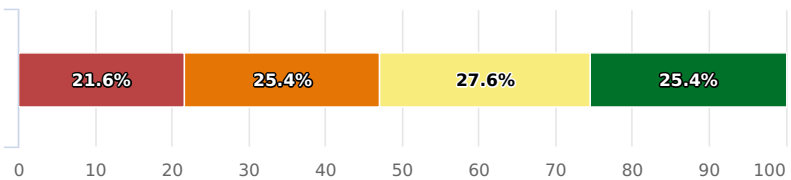


3. My employer promotes work-life balance.



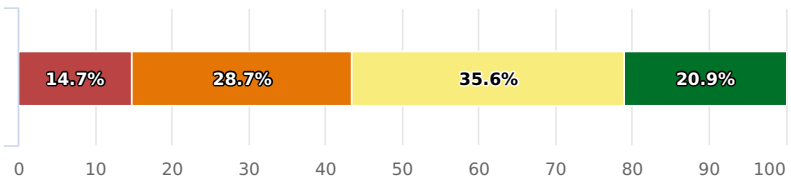
4. I can talk to my supervisor when I am having trouble maintaining work-life balance.

Employee Perspective



5. I feel supported at work when I am dealing with personal issues.

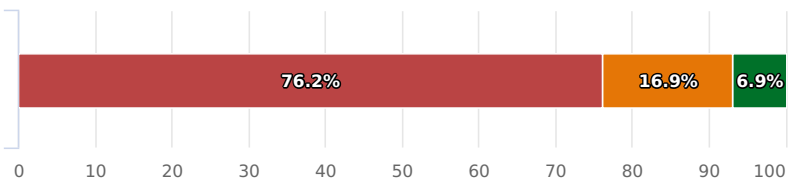
Employee Perspective



6. I feel burned out in my job.

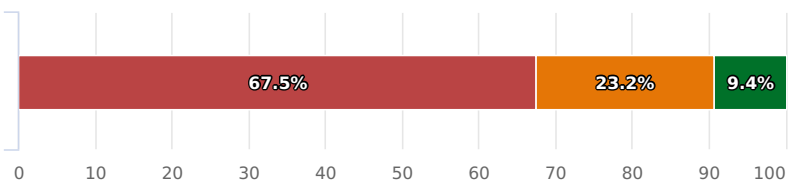
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

Employee Perspective



7. My home life suffers because of my work.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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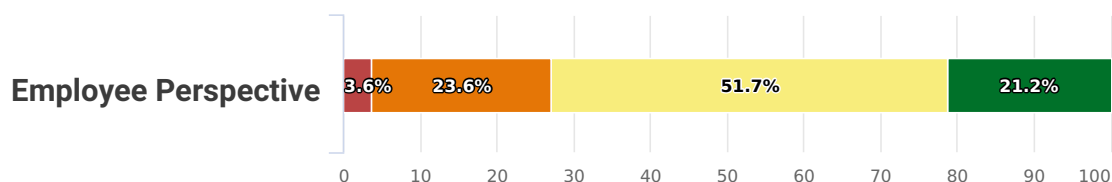
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with civility and respect, all stakeholders are considerate and fair in their interactions with each other.

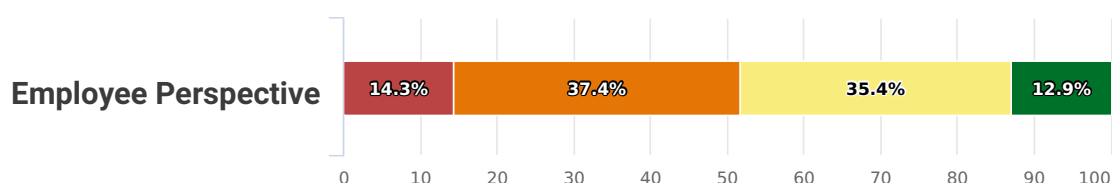
Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

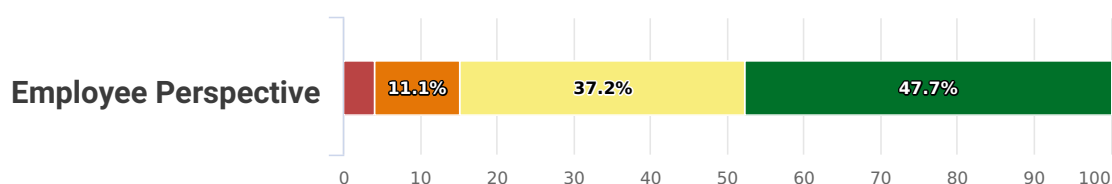
1. People treat each other with respect at work.



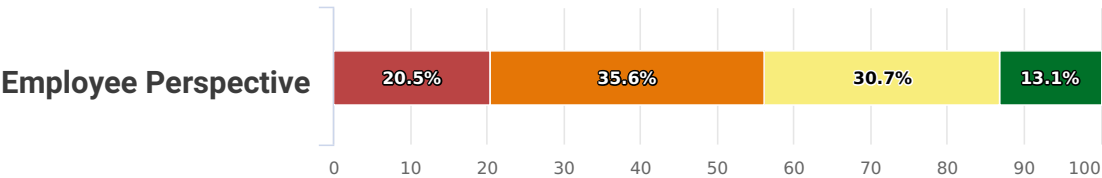
2. My workplace effectively handles conflict among employees.



3. People from all backgrounds are treated fairly in my workplace.



4. My workplace has effective ways of addressing inappropriate behaviour from the people we serve.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

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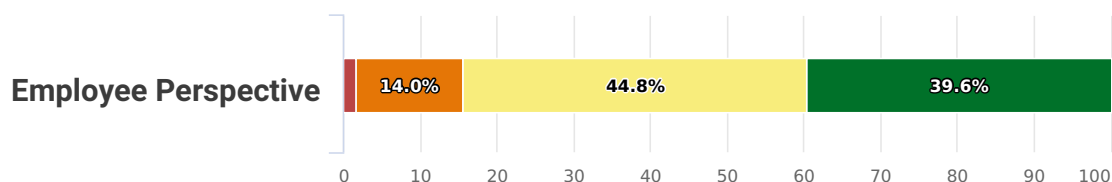
Clear Leadership and Expectations

In a work environment with clear leadership and expectations, employees know what they need to do, have confidence in their leaders and understand impending changes.

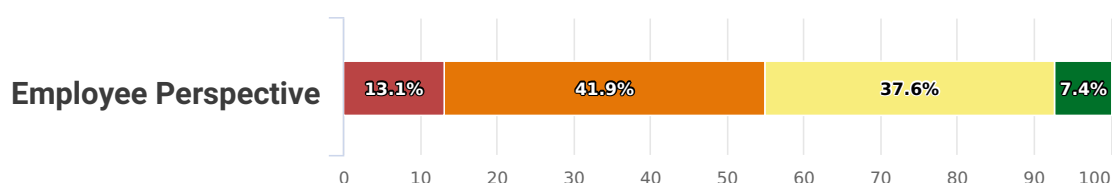
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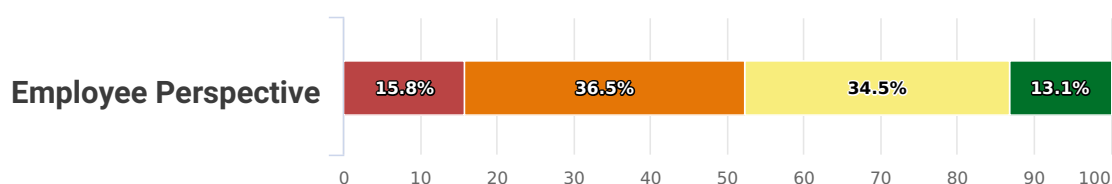
1. I know what I am expected to do in my job.



2. Difficult situations at work are addressed effectively.

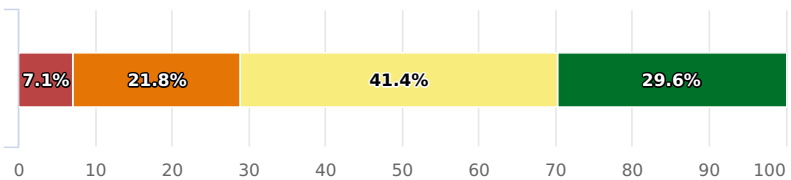


3. I am informed of important changes that may impact how my work is done.



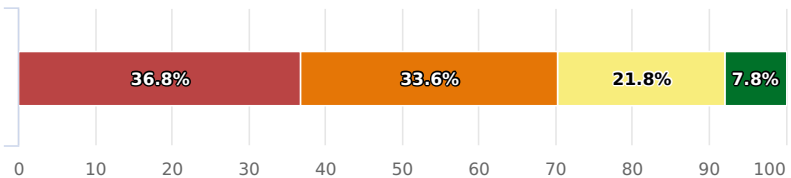
4. My supervisor supports me to do my job successfully.

Employee Perspective



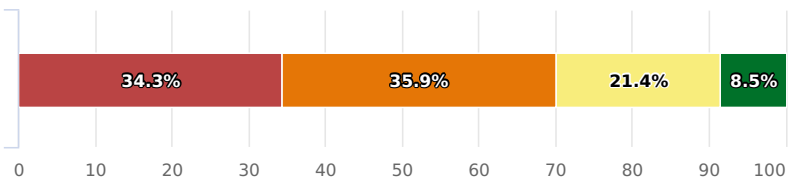
5. The reasons behind organizational changes are explained.

Employee Perspective



6. I am told about the impact of organizational change on my job.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

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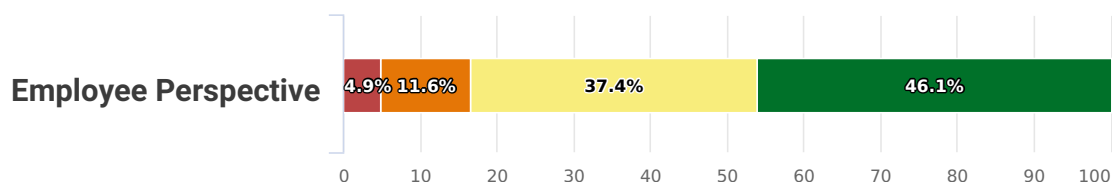
Engagement

In a work environment with positive engagement, employees are motivated to do their job well and feel connected to their work, co-workers, and organization.

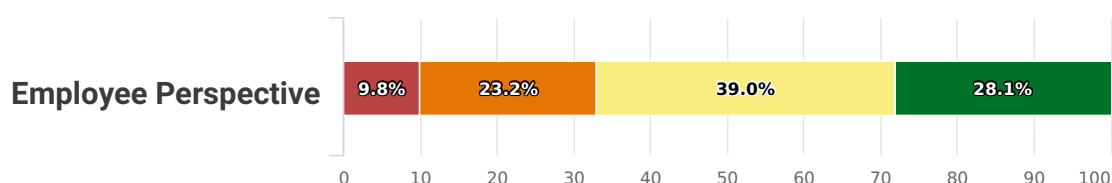
Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I am willing to give extra effort at work if needed.



2. I feel I am part of a community at work.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

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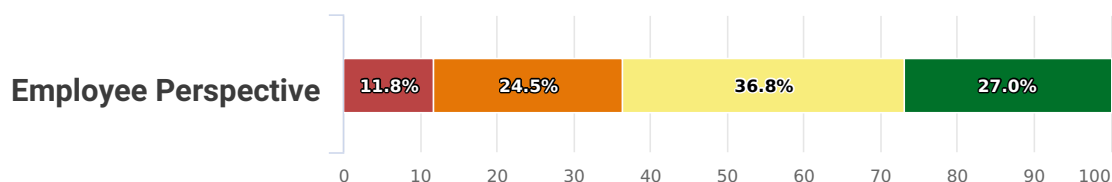
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive growth and development, employees receive ongoing encouragement and support to enhance interpersonal, emotional and job-related skills.

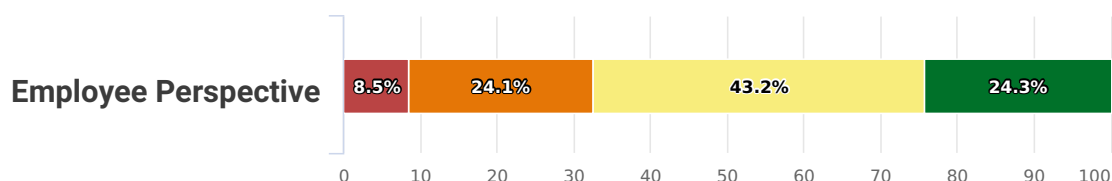
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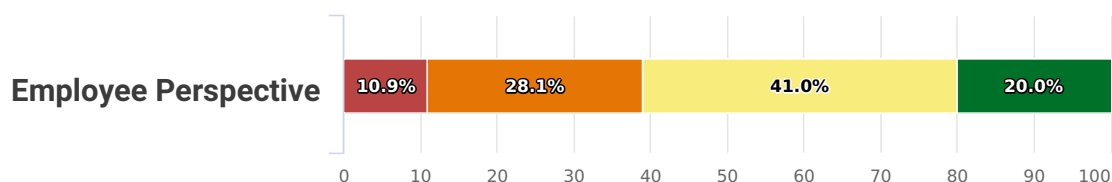
1. My supervisor supports my personal growth.



2. My supervisor is open to my ideas for taking on new opportunities at work.

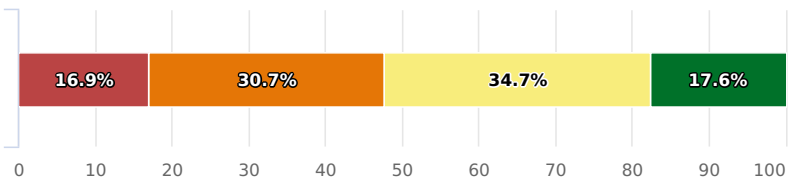


3. I have the opportunity to take on new challenges.



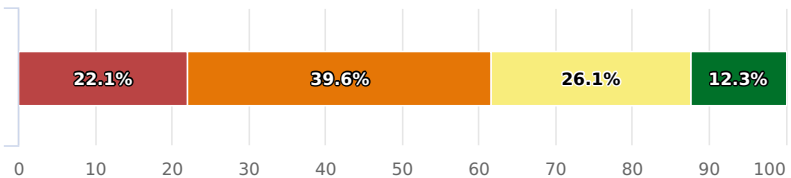
4. My employer values employees' ongoing personal development.

Employee Perspective



5. I am provided with the necessary training to perform my job well.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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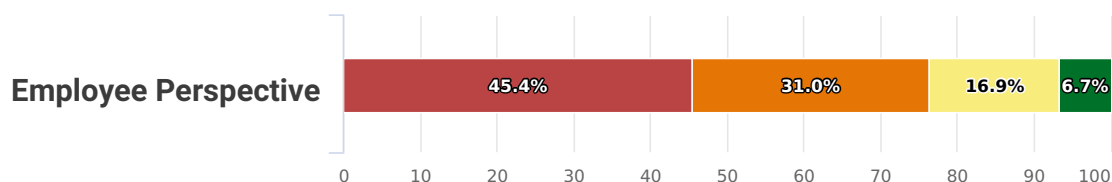
Involvement and Influence

In a work environment with positive involvement and influence, employees are included in discussions and have input into decisions that impact their respective jobs.

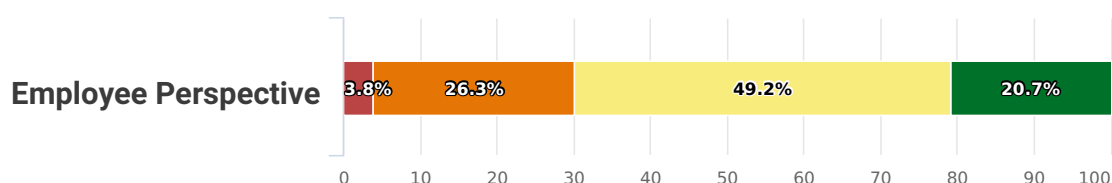
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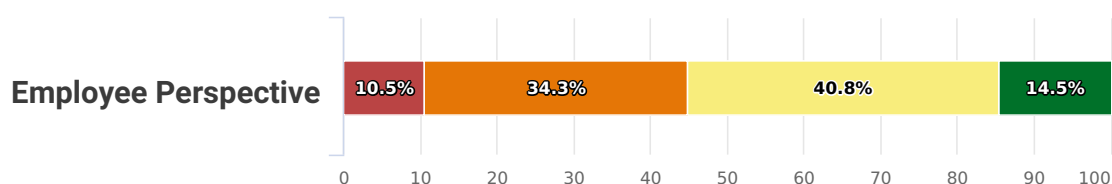
1. I have a say in how I will manage organizational changes that affect me.



2. I have some control over how I organize my work.

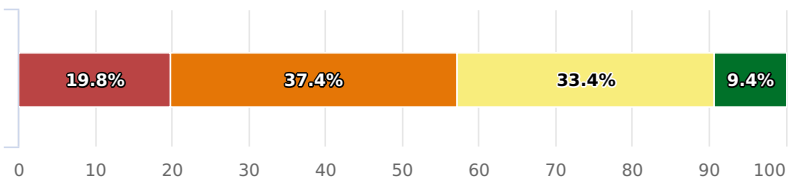


3. My suggestions are considered at work.



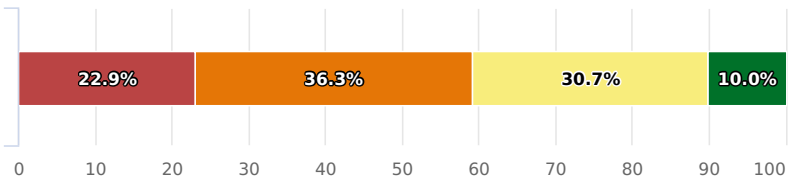
4. I am informed about important changes at work in a timely manner.

Employee Perspective



5. I am encouraged to participate in decisions that impact my work.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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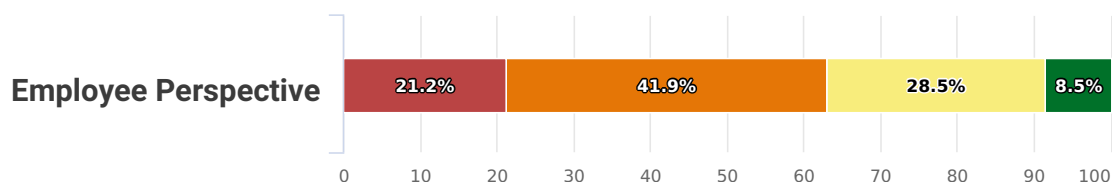
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In a work environment with positive organizational culture, there are shared values of trust, honesty, fairness and accountability.

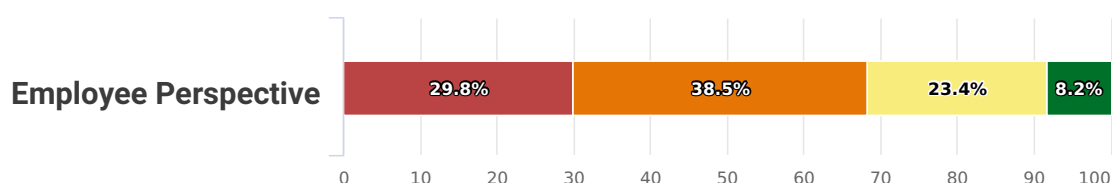
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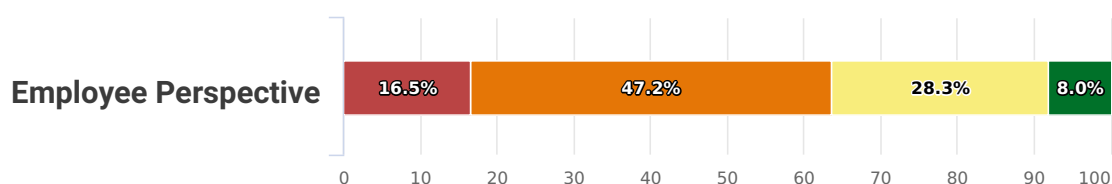
1. People in my organization are held accountable for their actions.



2. Employees and management trust one another.



3. Organizational values are demonstrated at all levels.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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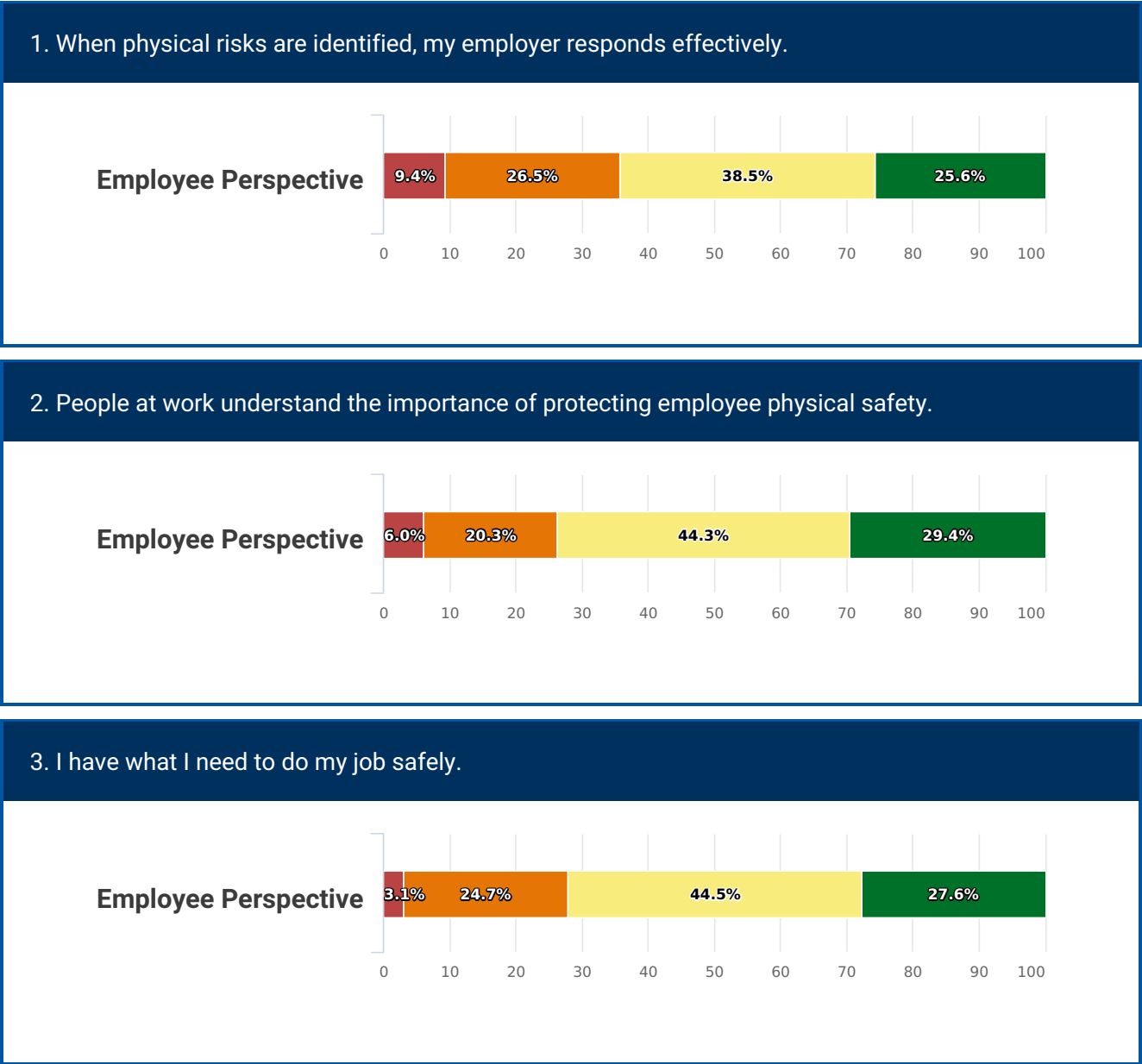
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In a work environment with positive protection of physical safety, management takes appropriate action to protect all employees against injury and illness and ensures they have what they need to do their jobs safely.

Review [evidence-based actions and responses](#) for this factor.

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Significant Concerns*

Some Concerns **

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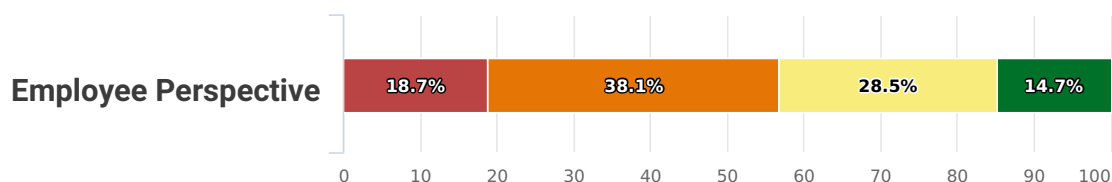
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In a work environment with positive psychological and social support, all employees feel a sense of belonging and contribution.

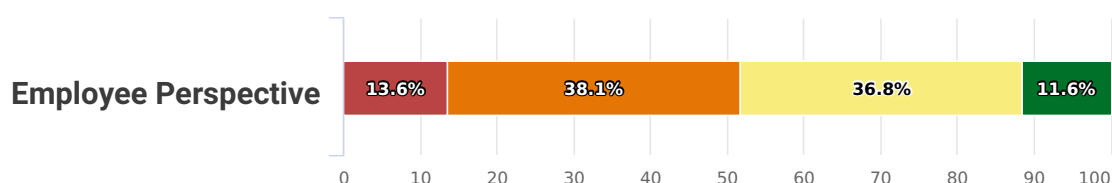
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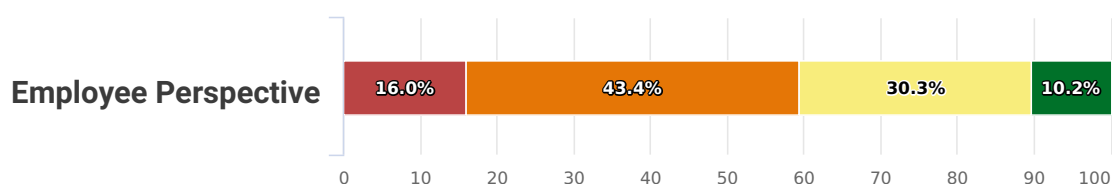
1. When psychological risks are identified, my employer responds effectively.



2. People in my workplace understand the importance of protecting employee psychological safety.

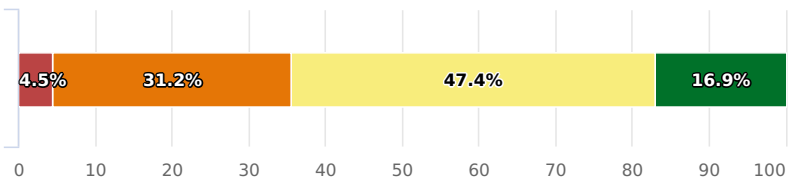


3. People with mental health issues are supported to do their jobs effectively.



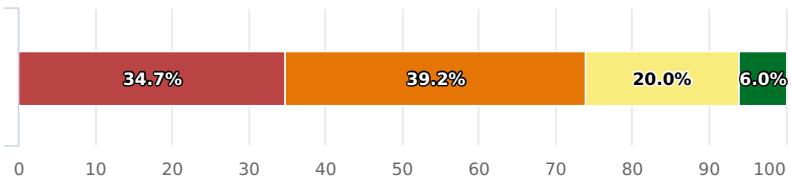
4. People with physical health issues are supported to do their jobs effectively.

Employee Perspective



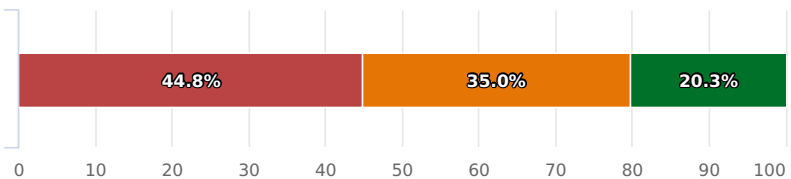
5. My employer helps employees cope with workplace stress.

Employee Perspective



6. I feel lonely when working.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

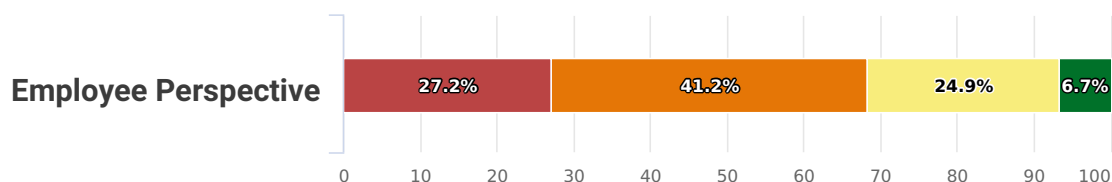
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment where psychological competencies and demands are not a health risk, employees are continually supported to meet the psychological demands of their position.

Review [evidence-based actions and responses](#) for this factor.

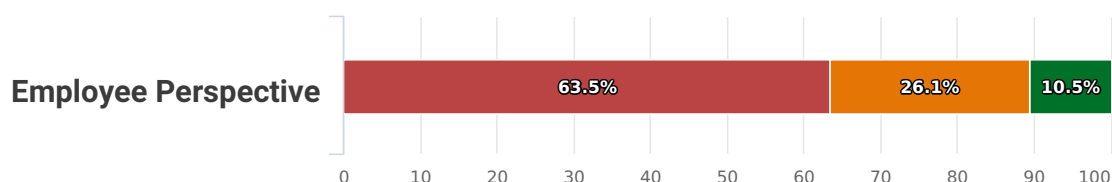
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. Management appointments consider the “people skills” necessary for specific positions.

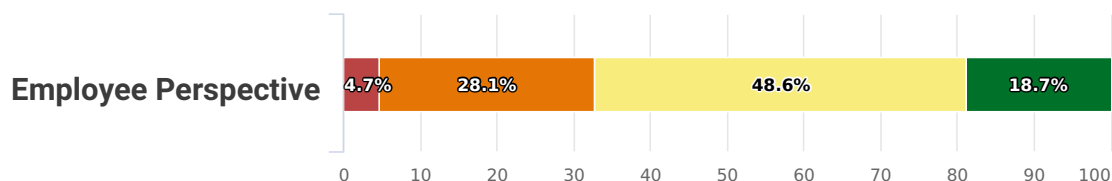


2. My work threatens my psychological health.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



3. I am able to do my job in a way that aligns with my values.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

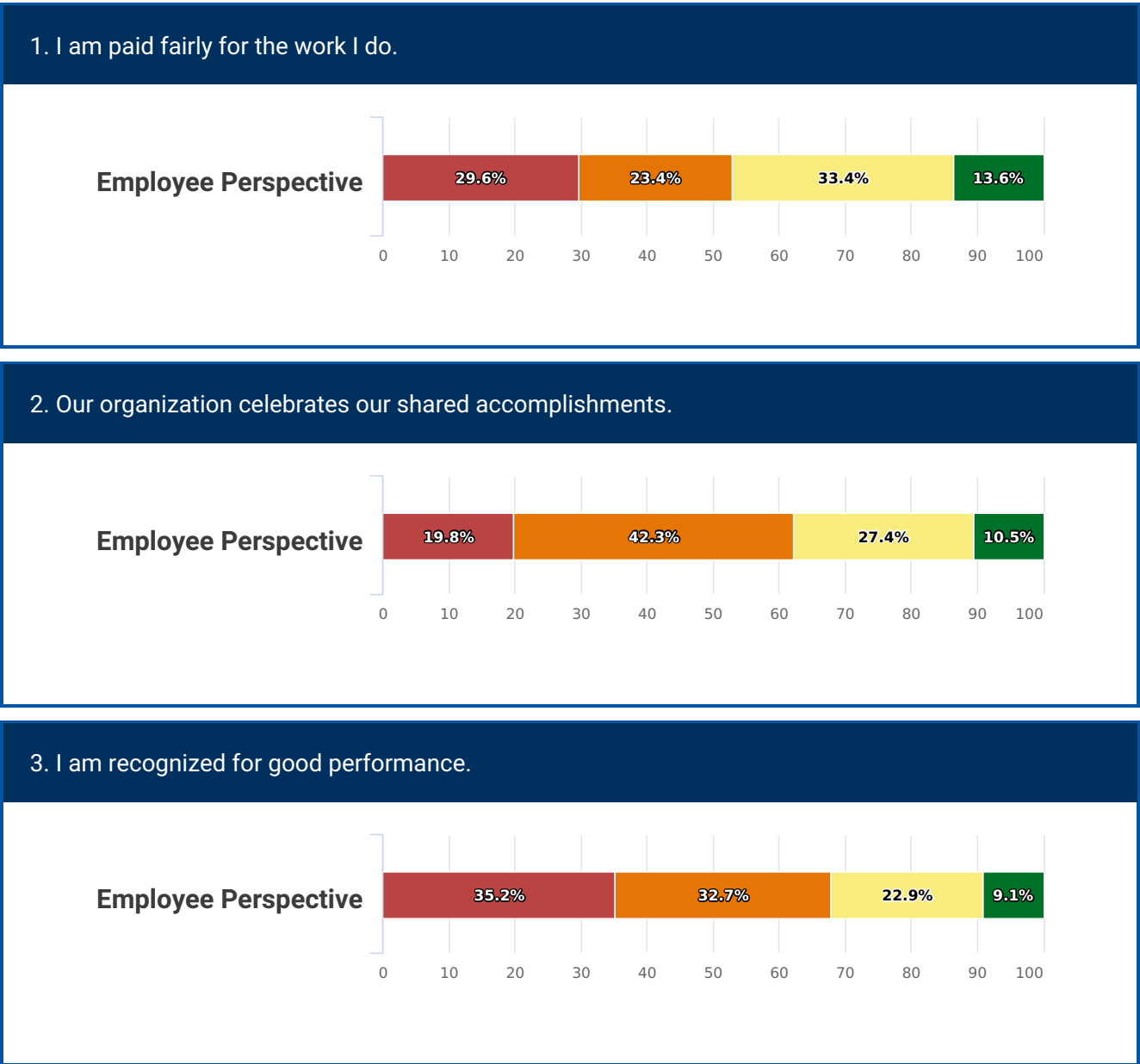
*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive recognition and reward, there is appropriate acknowledgement and appreciation of employees’ efforts in a fair and timely manner.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

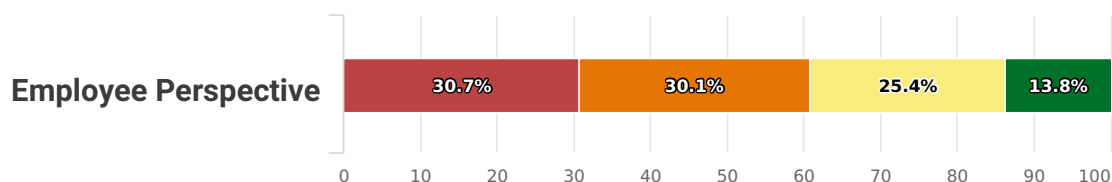
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment where there is positive workload management, employees feel supported to complete their assigned tasks and responsibilities successfully.

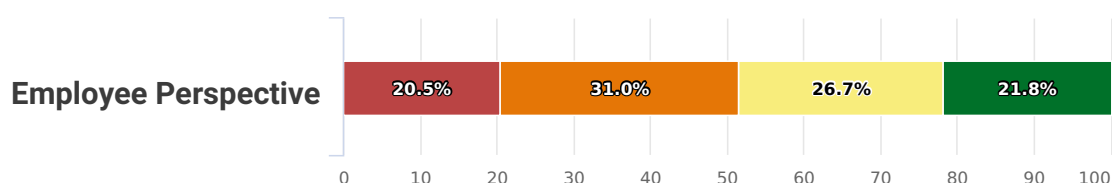
Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

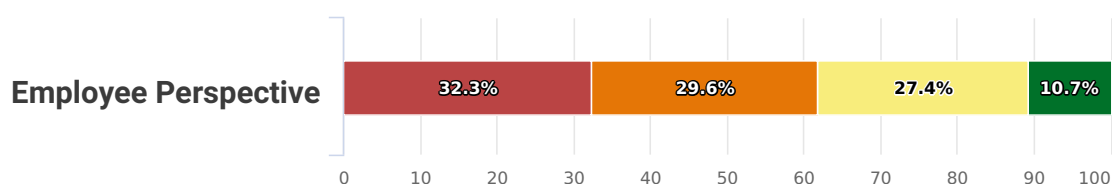
1. The amount of work I am expected to do is reasonable for my position.



2. I can talk to my supervisor about the amount of work I have to do.

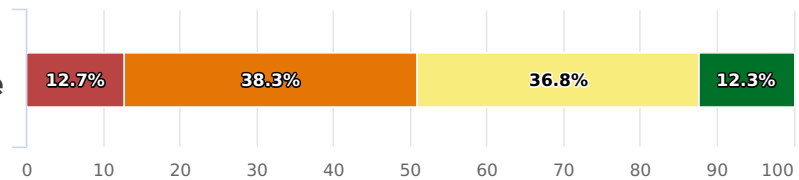


3. I have sufficient time to complete my work.



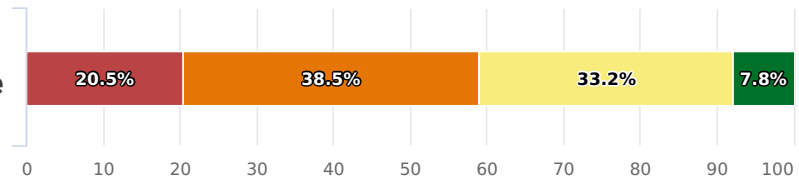
4. Deadlines are reasonable.

Employee Perspective



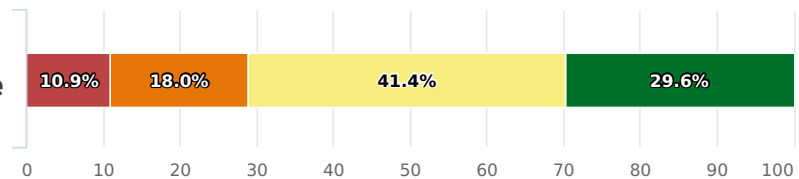
5. The frequency of staff turnover is reasonable for our sector.

Employee Perspective



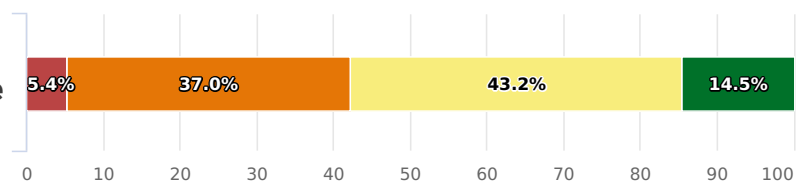
6. I feel my job is secure.

Employee Perspective



7. I can do my job effectively with the tools and equipment provided.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

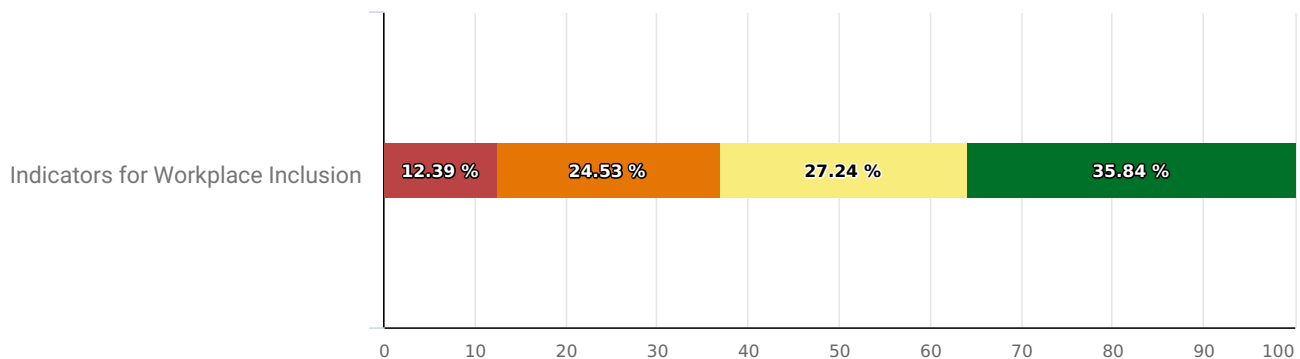
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Indicators for Workplace Inclusion

Some of the statements used in the psychosocial factors are especially relevant for indicating the extent to which employees feel that they belong and are respected in your organization. The summary graph combines the responses from all of these statements for an overall view, and the individual statement graphs are provided to help you consider approaches to improving inclusion.

When you're ready to take action, the free resources available at [Inclusion strategies for leaders](#) can help.

Summary of responses for Workplace Indicators for Inclusion:



Note: The Organization Team Prediction reflects the results of the Organizational Review, where a leadership team reviewed organizational data and information to estimate an average response.

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

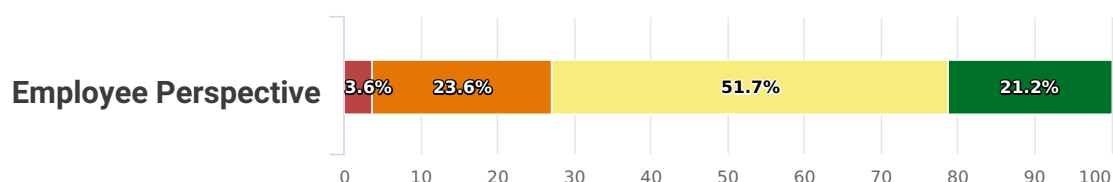
* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

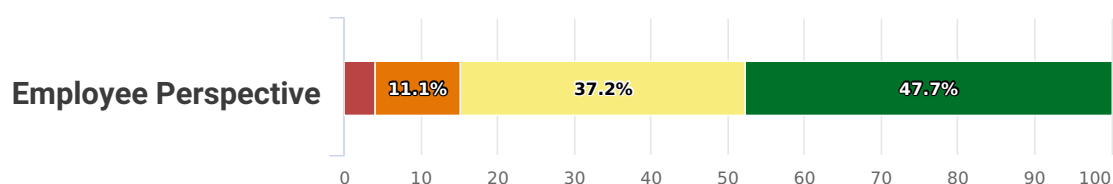
*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

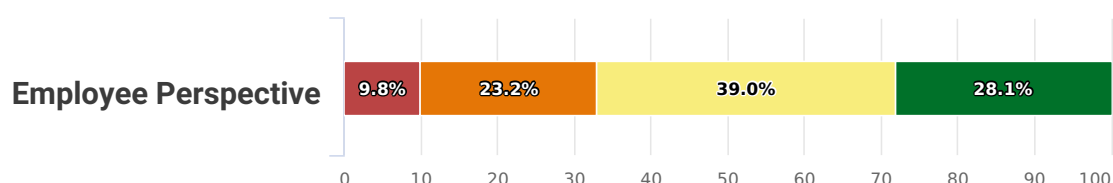
1. People treat each other with respect at work.



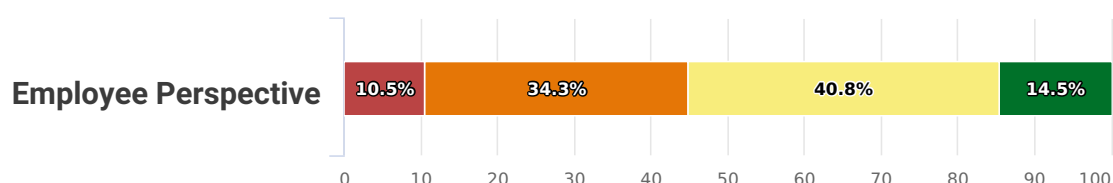
2. People from all backgrounds are treated fairly in my workplace.



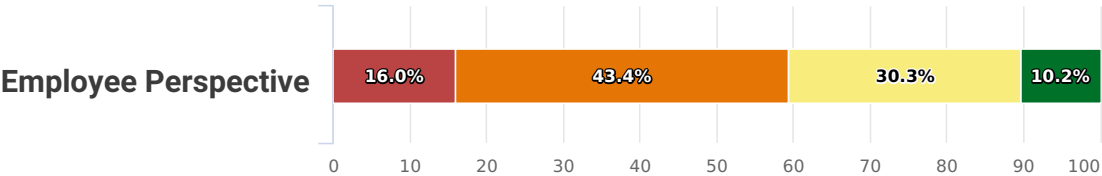
3. I feel I am part of a community at work.



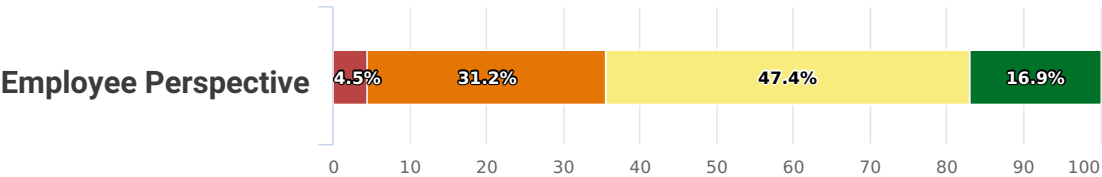
4. My suggestions are considered at work.



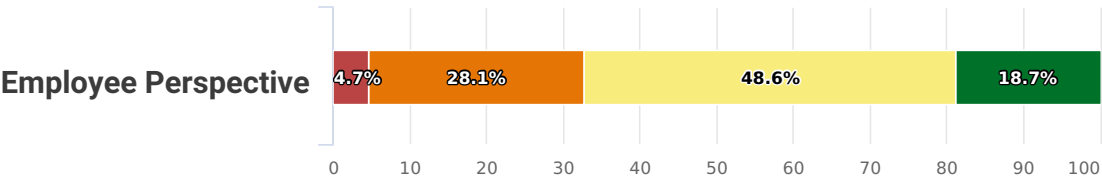
5. People with mental health issues are supported to do their jobs effectively.



6. People with physical health issues are supported to do their jobs effectively.

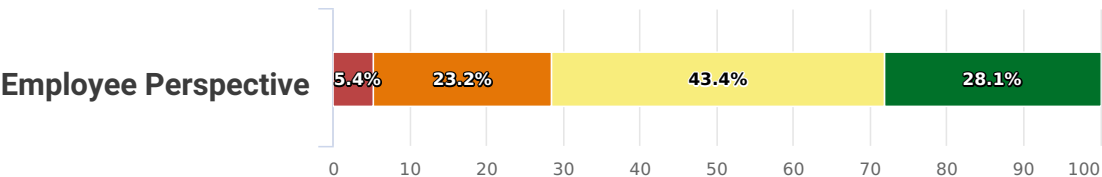


7. I am able to do my job in a way that aligns with my values.



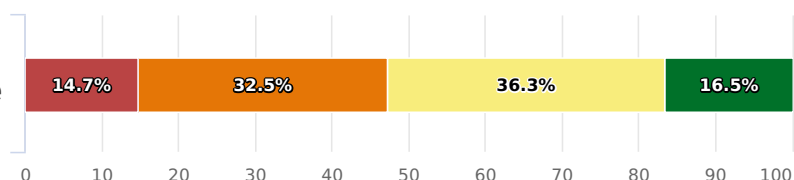
8. My employer makes efforts to prevent harm to employees from discrimination.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.



9. It is safe to speak up at work.

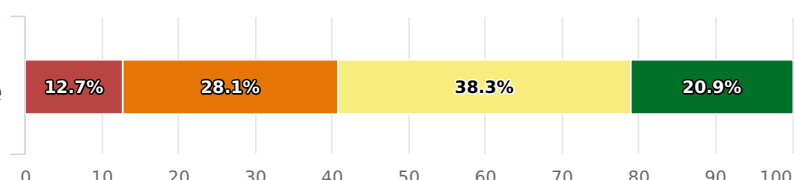
Employee Perspective



10. My employer makes efforts to prevent harm to employees from bullying.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.

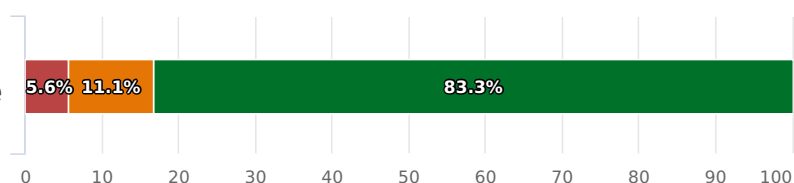
Employee Perspective



11. I am currently being treated unfairly at work because I have a mental illness.

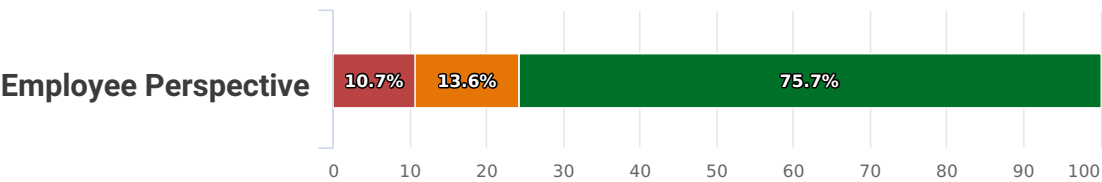
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

Employee Perspective



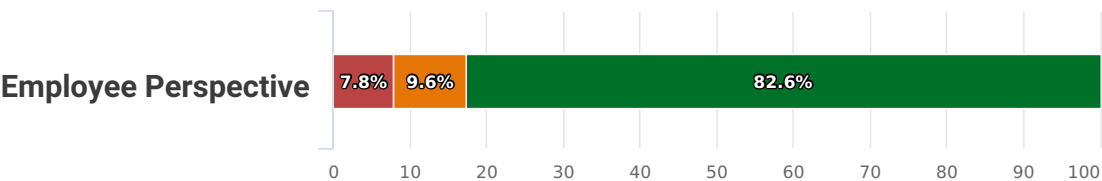
12. I am currently being bullied at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



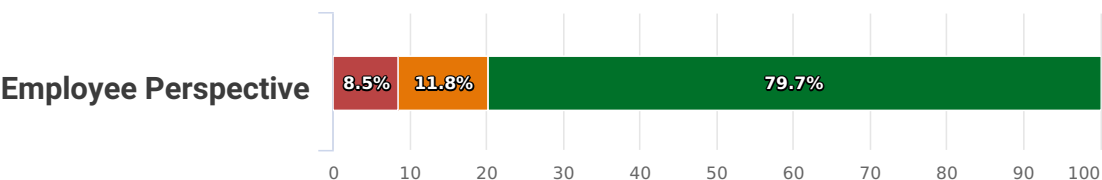
13. I am currently being harassed (verbally, physically, or sexually) at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



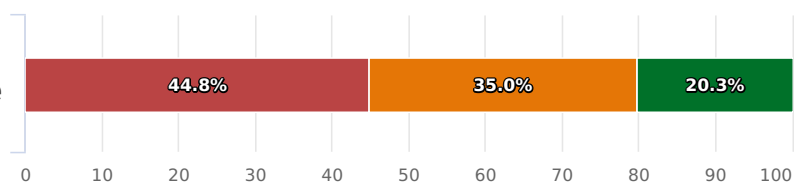
14. I am currently experiencing discrimination at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



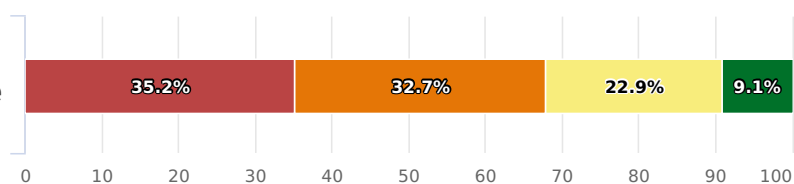
15. I feel lonely when working.

Employee Perspective



16. I am recognized for good performance.

Employee Perspective

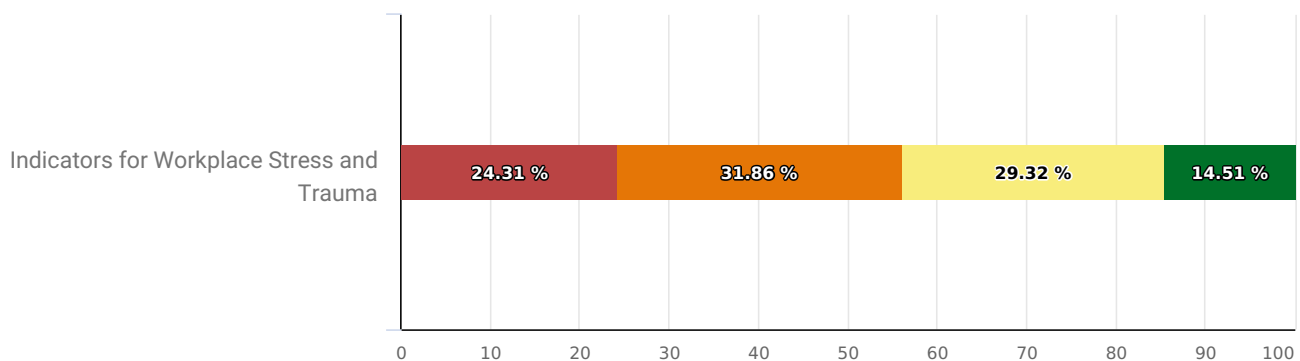


Indicators for Workplace Stress and Trauma

Some of the statements used in the psychosocial factors are especially relevant for indicating the extent to which employees feel stressed or traumatized in your organization. The summary graph combines the responses from all of these statements for an overall view, and the individual statement graphs are provided to help you consider approaches to protecting psychological safety.

When you're ready to take action, the free resources available at [Trauma in organizations](#) and [Employee stress prevention process](#) can help.

Summary of responses for Workplace Indicators for Stress and Trauma:



Note: The Organization Team Prediction reflects the results of the Organizational Review, where a leadership team reviewed organizational data and information to estimate an average response.

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

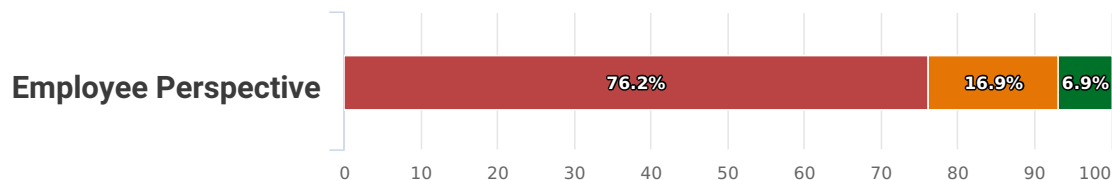
** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

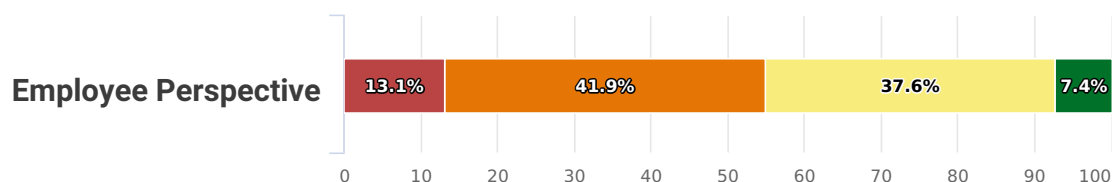
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

1. I feel burned out in my job.

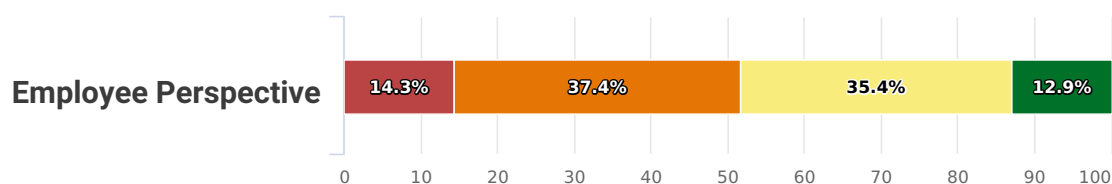
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



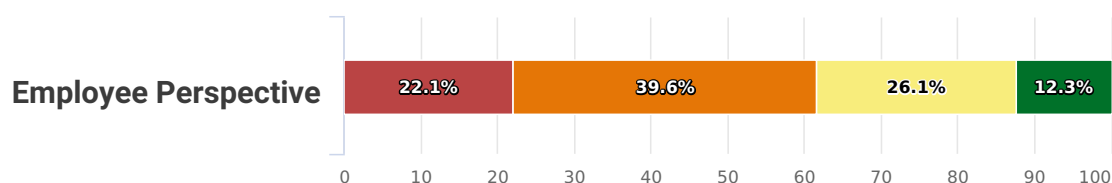
2. Difficult situations at work are addressed effectively.



3. My workplace effectively handles conflict among employees.

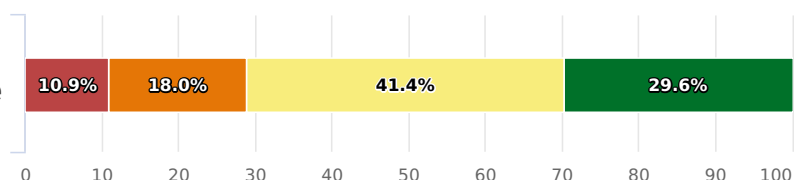


4. I am provided with the necessary training to perform my job well.



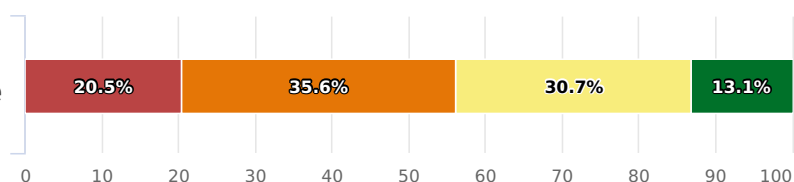
5. I feel my job is secure.

Employee Perspective



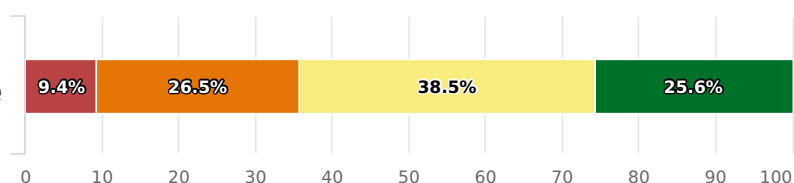
6. My workplace has effective ways of addressing inappropriate behaviour from the people we serve.

Employee Perspective



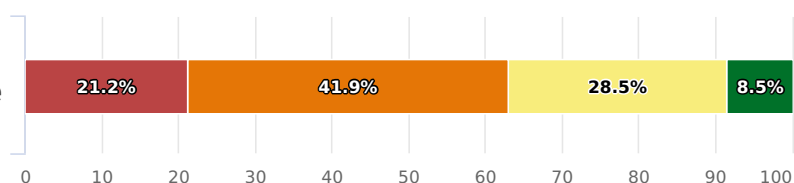
7. When physical risks are identified, my employer responds effectively.

Employee Perspective

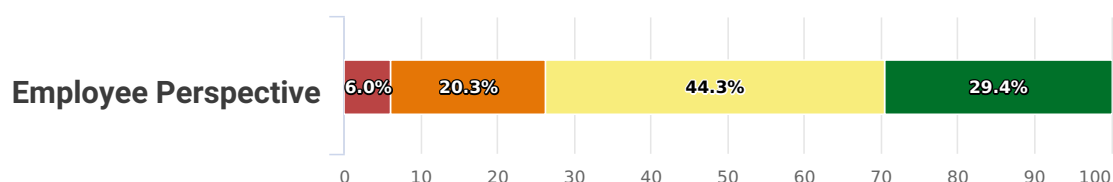


8. People in my organization are held accountable for their actions.

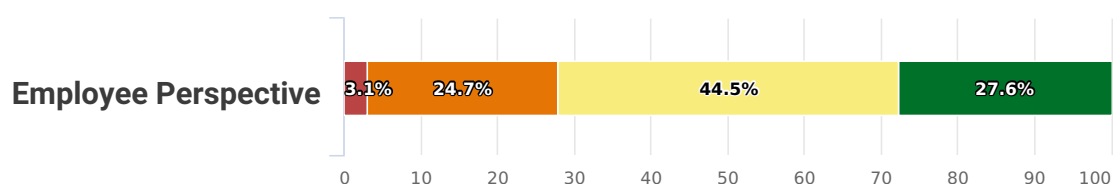
Employee Perspective



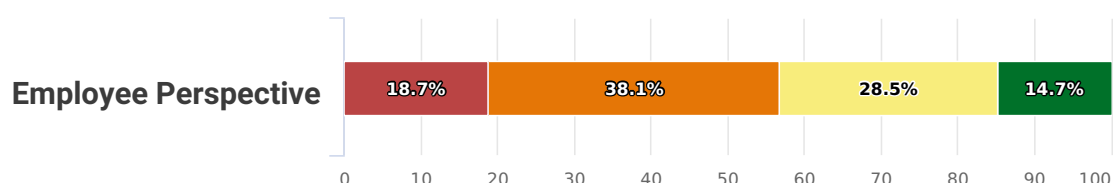
9. People at work understand the importance of protecting employee physical safety.



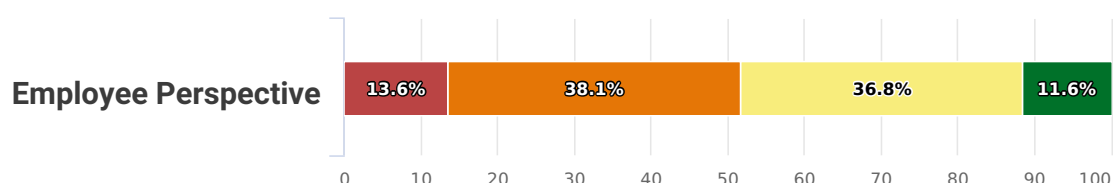
10. I have what I need to do my job safely.



11. When psychological risks are identified, my employer responds effectively.

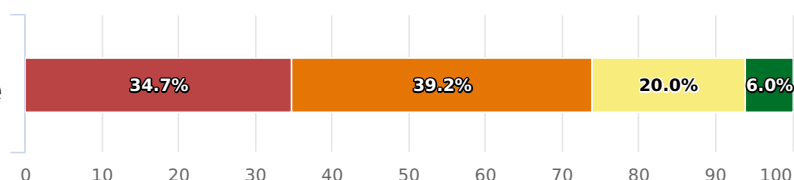


12. People in my workplace understand the importance of protecting employee psychological safety.



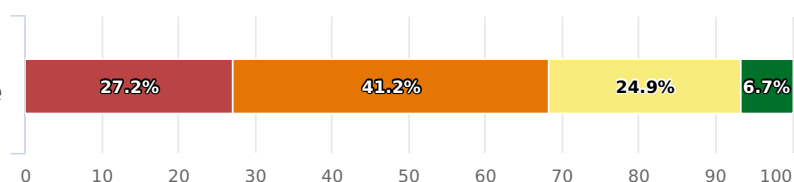
13. My employer helps employees cope with workplace stress.

Employee Perspective



14. Management appointments consider the “people skills” necessary for specific positions.

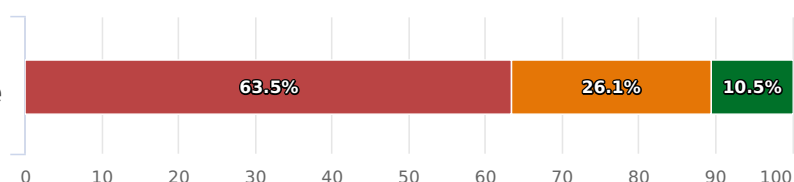
Employee Perspective



15. My work threatens my psychological health.

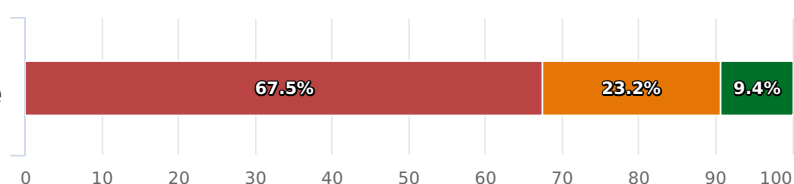
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

Employee Perspective

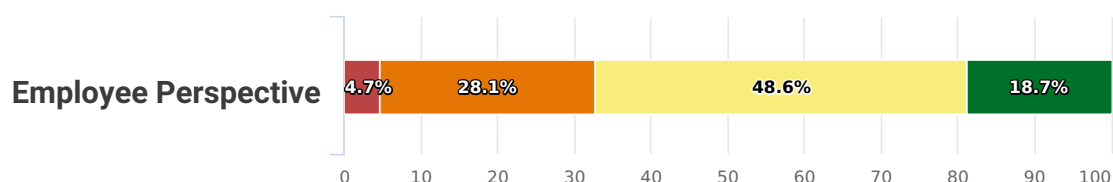


16. My home life suffers because of my work.

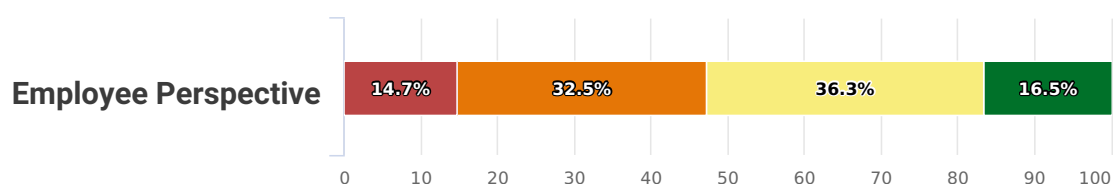
Employee Perspective



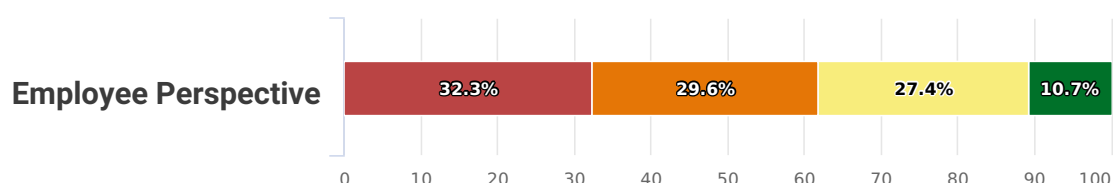
17. I am able to do my job in a way that aligns with my values.



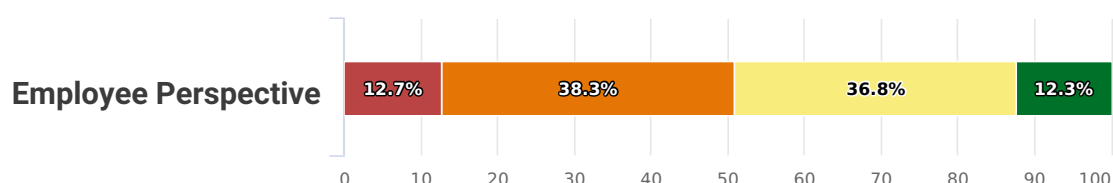
18. It is safe to speak up at work.



19. I have sufficient time to complete my work.



20. Deadlines are reasonable.



Psychosocial Hazards

In [International Organization for Standardization \(ISO\) 45003:2021](#)¹ – Occupational Health and Safety Management – Psychological Health and Safety at Work – Guidelines for Managing Psychosocial Risks, clause 6.1.2.1 covers psychosocial hazard identification. In this standard it states that “the organization should understand the underlying sources of harm before control measures are considered to improve the effectiveness of activities to manage psychosocial risk.”

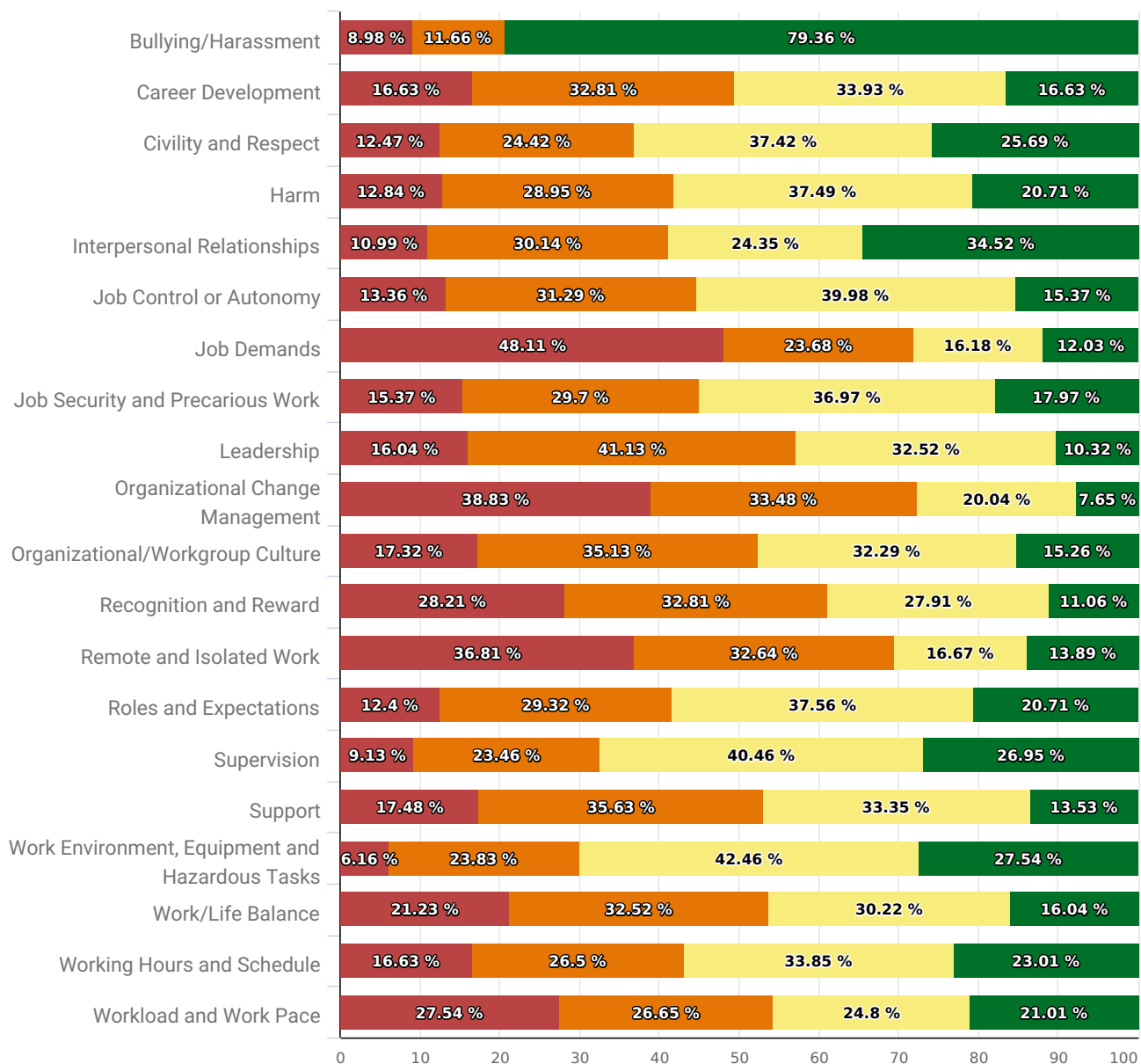
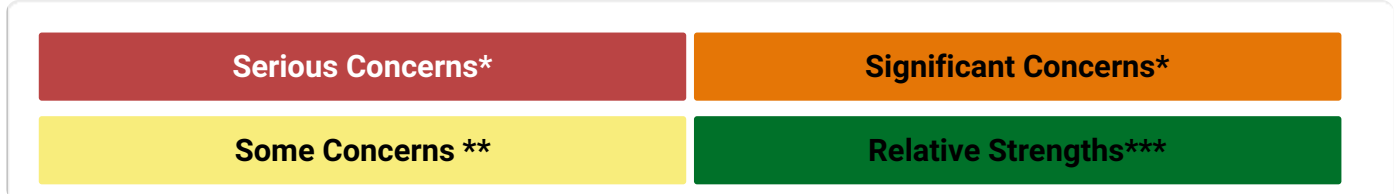
What follows is an independent interpretation of how you might use hazard identification to inform your approach to psychological health and safety. The results in your Guarding Minds at Work survey will point to employee concerns related to these psychosocial hazards but will not identify the specific individuals or circumstances involved.

There are many ways to understand the underlying sources of harm, but the most critical is a discussion with employees about the issues identified. Employees are also a great source of practical and relevant solutions. Many resources are available to help guide and support a facilitated employee discussion such as the [On the agenda workshop series](#).

The psychosocial factors were intentionally written in the positive for the most part to contribute to solution-based thinking and avoid increasing dissatisfaction. The occupational health and safety process includes hazard identification which is described below. Note that the same validated Guarding Minds survey statements included in psychosocial factors are used in psychosocial hazards.

Review actions and responses to help with [Psychosocial hazard mitigation](#).

¹International Organization for Standardization. (2021). Occupational health and safety management – Psychological health and safety at work – Guidelines for managing psychosocial risks (ISO Standard No. 45003). Retrieved from <https://www.iso.org/standard/64283.html>



Note: Bullying and harassment can occur both face to face and electronically (e.g., online meetings, social media).

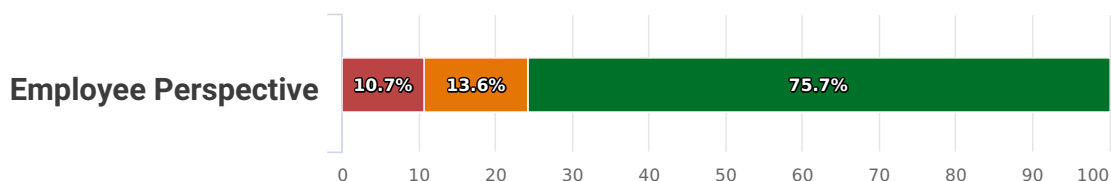
Examples of how bullying/harassment may be a psychosocial hazard include:

- unwanted, offensive, intimidating behaviours (sexual or non-sexual in nature) which relate to one or more specific characteristics of the targeted individual, e.g.:
 - race
 - gender
 - religion or belief
 - sexual orientation
 - disability
 - age
- repeated (more than once) unreasonable behaviours which can present a risk to health, safety and well-being at work; behaviours can be overt or covert, e.g.:
 - social or physical isolation
 - assigning meaningless or unfavourable tasks
 - name calling, insults and intimidation
 - undermining behaviour
 - undue public criticism
 - withholding information or resources critical for one's job
 - malicious rumours or gossiping
 - assigning impossible deadlines

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

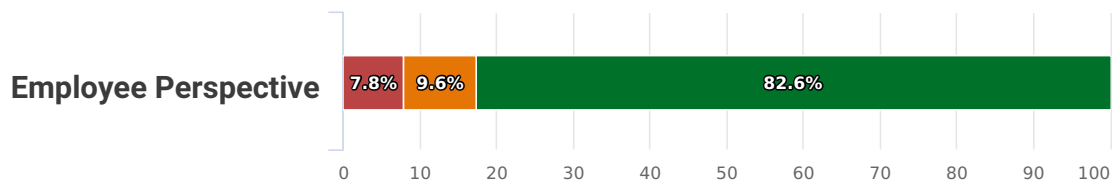
1. I am currently being bullied at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



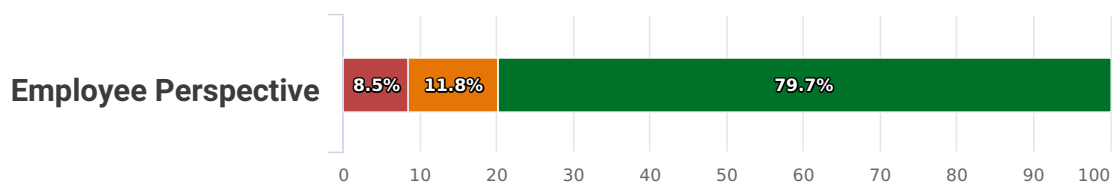
2. I am currently being harassed (verbally, physically, or sexually) at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



3. I am currently experiencing discrimination at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

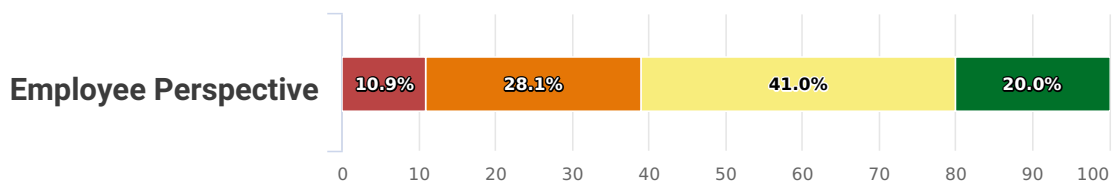
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how career development may be a psychosocial hazard include:

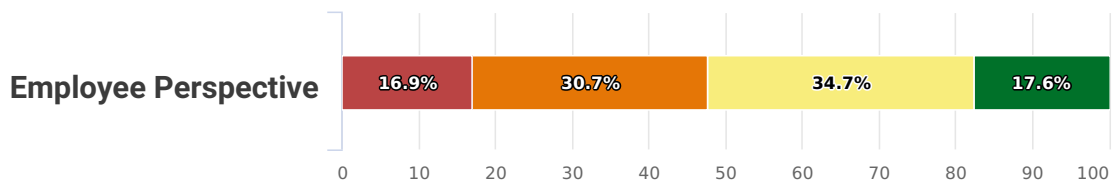
- career stagnation and uncertainty, under-promotion or over-promotion, lack of opportunity for skill development

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

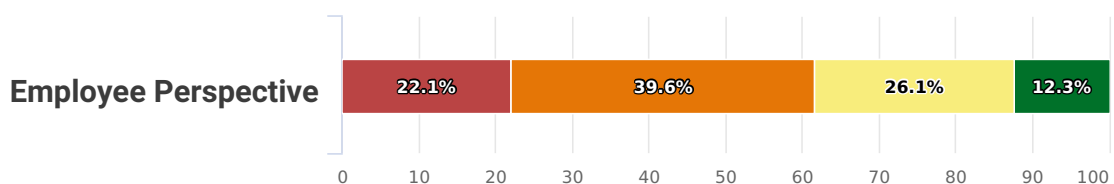
1. I have the opportunity to take on new challenges.



2. My employer values employees' ongoing personal development.



3. I am provided with the necessary training to perform my job well.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

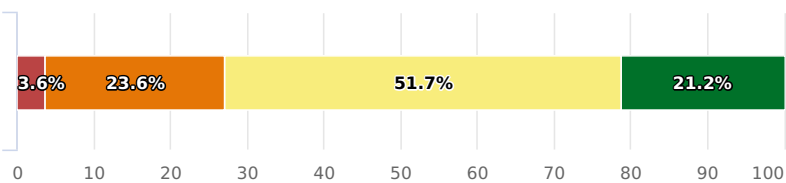
Examples of how civility and respect may be a psychosocial hazard include:

- lack of trust, honesty, respect, civility and fairness
- lack of respect and consideration in interactions among workers, as well as with customers, clients and the public

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

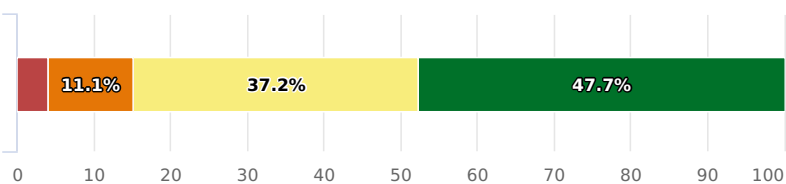
1. People treat each other with respect at work.

Employee Perspective



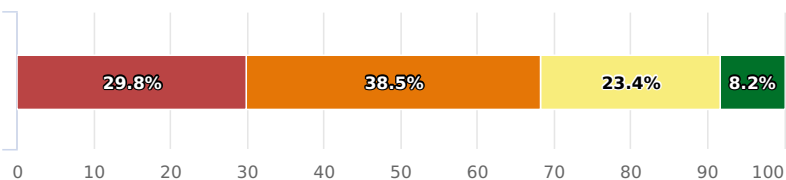
2. People from all backgrounds are treated fairly in my workplace.

Employee Perspective



3. Employees and management trust one another.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Note: In the ISO 45003:2021¹, Harm is called violence at work. To capture the psychological harm that can come from emotional or verbal violence, we modified the name of this psychosocial hazard.

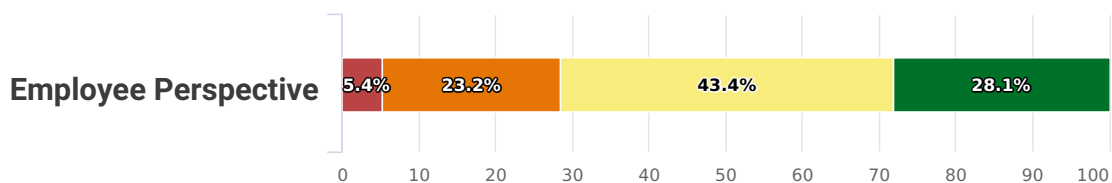
Examples of how harm may be a psychosocial hazard include:

- incidents involving an explicit or implicit challenge to health, safety or well-being at work; violence can be internal, external or client initiated, e.g.:
 - abuse
 - threats
 - assault (physical, verbal or sexual)
 - gender-based violence

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

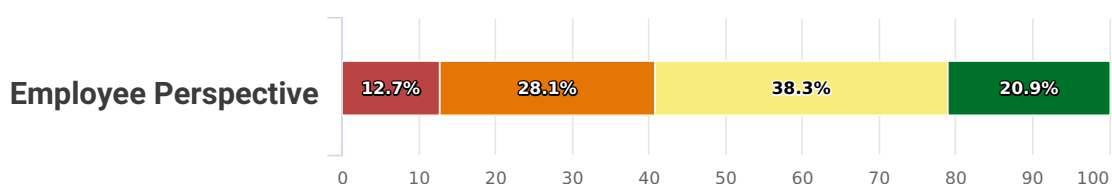
1. My employer makes efforts to prevent harm to employees from discrimination.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.

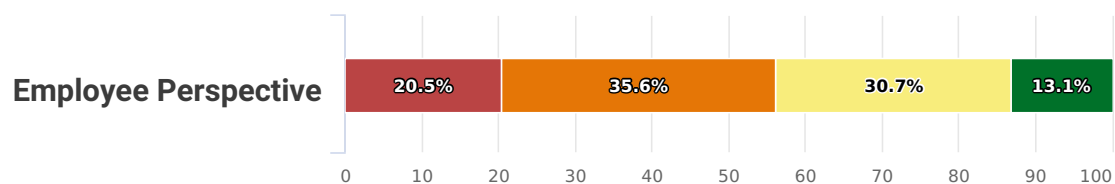


2. My employer makes efforts to prevent harm to employees from bullying.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.



3. My workplace has effective ways of addressing inappropriate behaviour from the people we serve.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

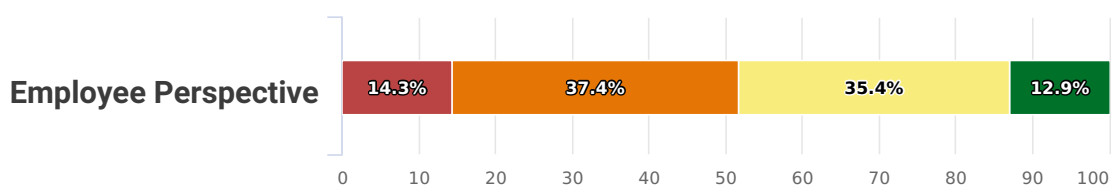
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how interpersonal relationships may be a psychosocial hazard include:

- poor communication, including poor information sharing
- poor relationships between managers, supervisors, co-workers, and clients or others that workers interact with
- interpersonal conflict
- harassment, bullying, victimization (including using electronic tools such as email and social media), third-party violence
- lack of social support
- unequal power relationships between dominant and non-dominant groups of workers
- social or physical isolation

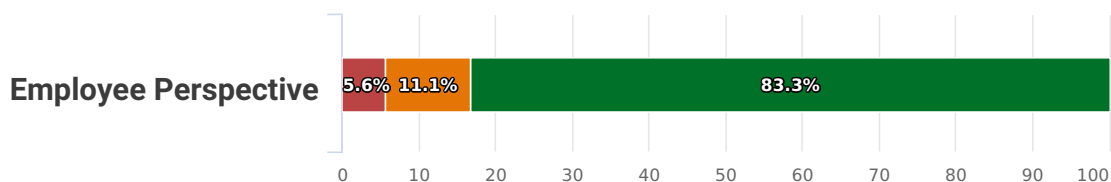
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My workplace effectively handles conflict among employees.

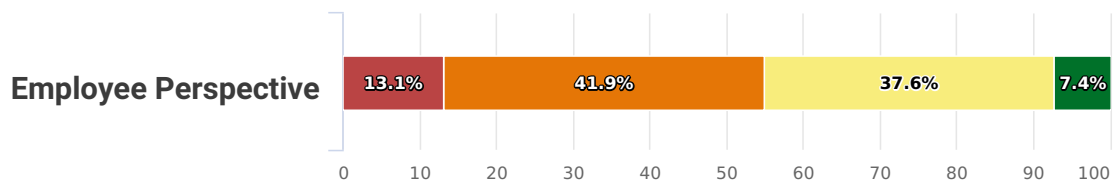


2. I am currently being treated unfairly at work because I have a mental illness.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



3. Difficult situations at work are addressed effectively.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

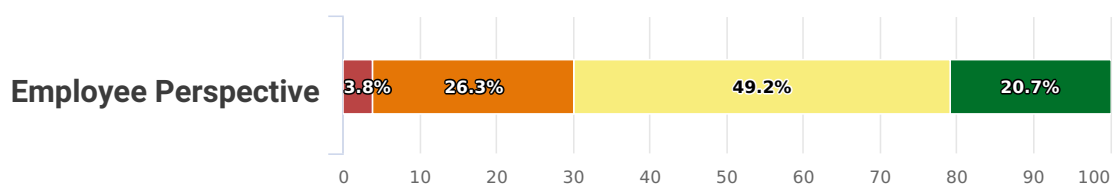
Job Control or Autonomy

Examples of how job control or autonomy may be a psychosocial hazard include:

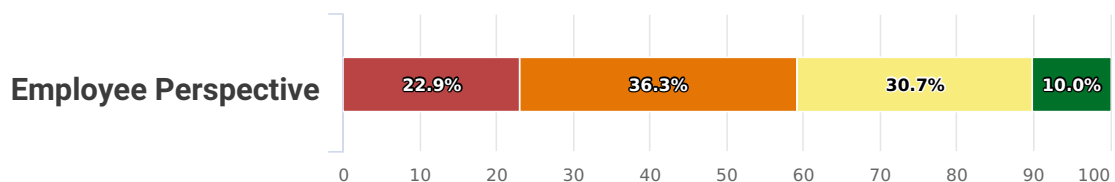
- limited opportunity to participate in decision-making
- lack of control over workload
- low levels of influence and independence (e.g., not being able to influence the speed, order or schedule of work tasks and workload)

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I have some control over how I organize my work.



2. I am encouraged to participate in decisions that impact my work.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

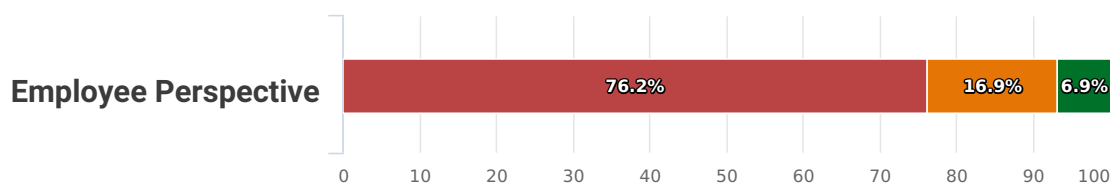
Examples of how job demands may be a psychosocial hazard include:

- underuse of skills
- continual work exposure to interaction with people (e.g., the public, customers, students, patients)
- having too much to do within a certain time or with a set number of workers
- conflicting demands and deadlines
- unrealistic expectations of a worker's competence or responsibilities
- lack of task variety or performing highly repetitive tasks
- fragmented or meaningless work
- requirements for excessive periods of alertness and concentration
- working with aggressive or distressed people
- exposure to events or situations that can cause trauma

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

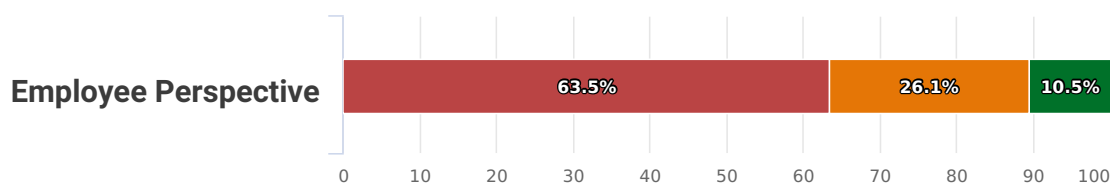
1. I feel burned out in my job.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

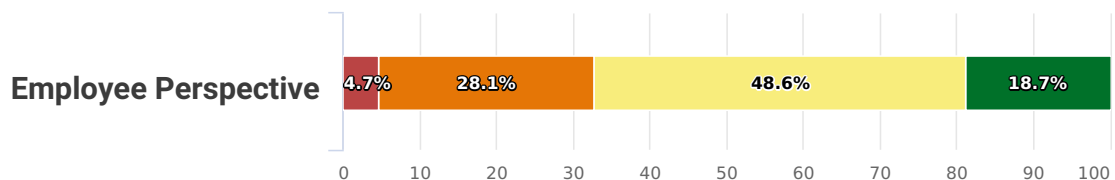


2. My work threatens my psychological health.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



3. I am able to do my job in a way that aligns with my values.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

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*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

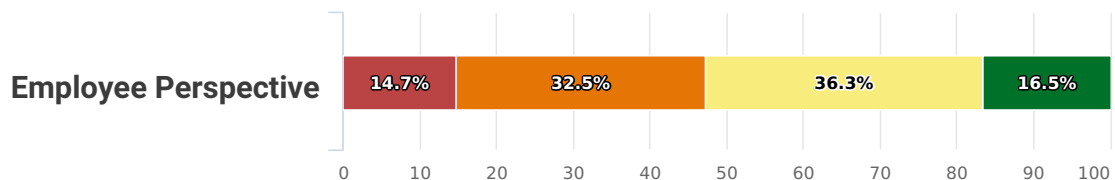
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how job security and precarious work may be a psychosocial hazard include:

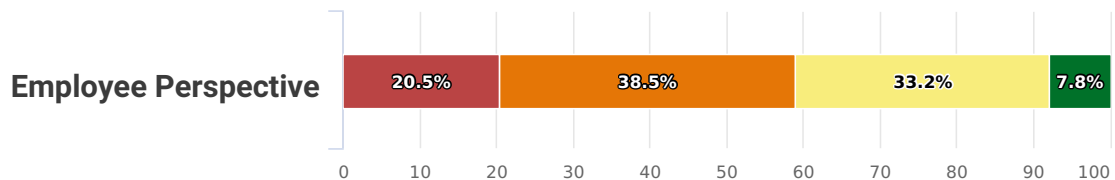
- uncertainty regarding work availability, including work without set hours
- possibility of redundancy or temporary loss of work with reduced pay
- low-paid or insecure employment, including non-standard employment
- working in situations that are not properly covered or protected by labour law or social protection

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

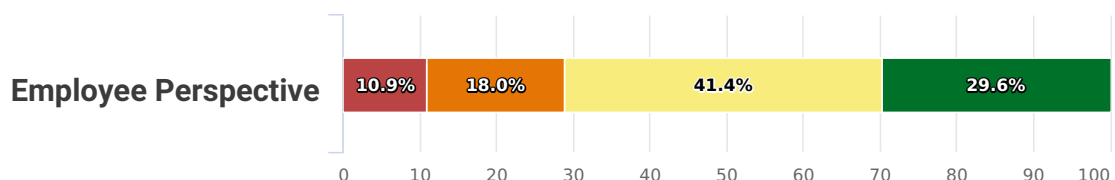
1. It is safe to speak up at work.



2. The frequency of staff turnover is reasonable for our sector.



3. I feel my job is secure.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

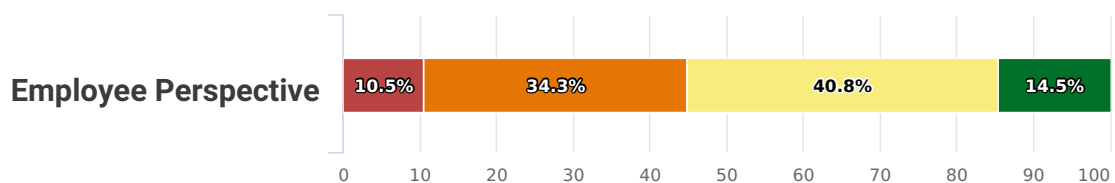
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how leadership may be a psychosocial hazard include:

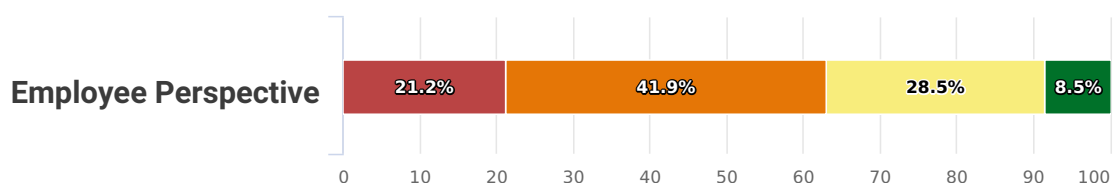
- lack of clear vision and objectives
- management style unsuited to the nature of the work and its demands
- failing to listen or only casually listening to complaints and suggestions
- withholding information
- providing inadequate communication and support
- lack of accountability
- lack of fairness
- inconsistent and poor decision-making practices
- abuse or misuse of power

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

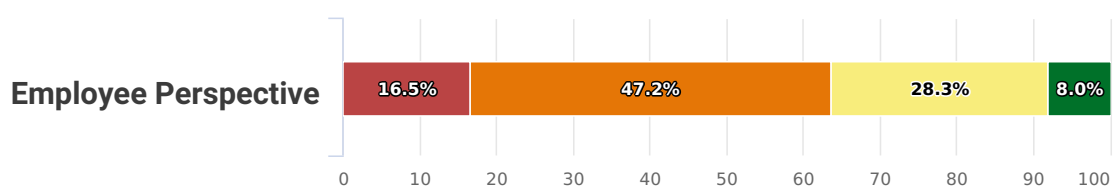
1. My suggestions are considered at work.



2. People in my organization are held accountable for their actions.



3. Organizational values are demonstrated at all levels.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

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*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

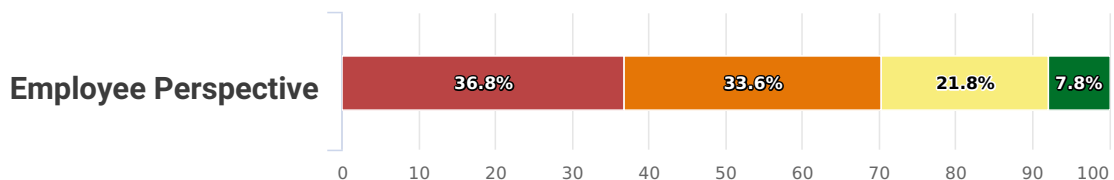
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how organizational change management may be a psychosocial hazard include:

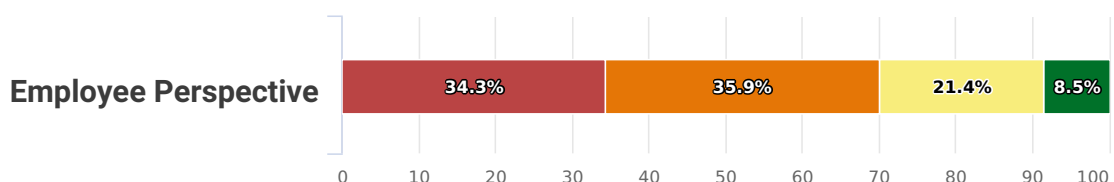
- lack of practical support provided to assist workers during transition periods
- prolonged or recurring restructuring
- lack of consultation and communication about workplace changes, or consultation and communication which is of poor quality, untimely or not meaningful

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

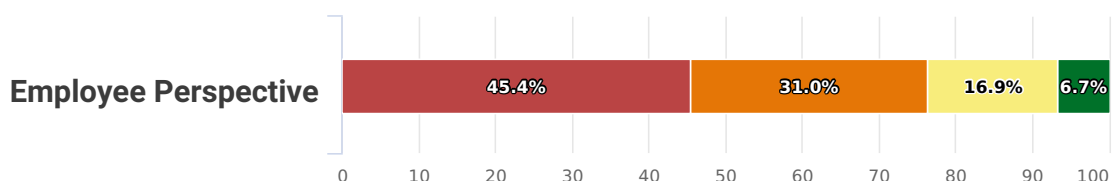
1. The reasons behind organizational changes are explained.



2. I am told about the impact of organizational change on my job.



3. I have a say in how I will manage organizational changes that affect me.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

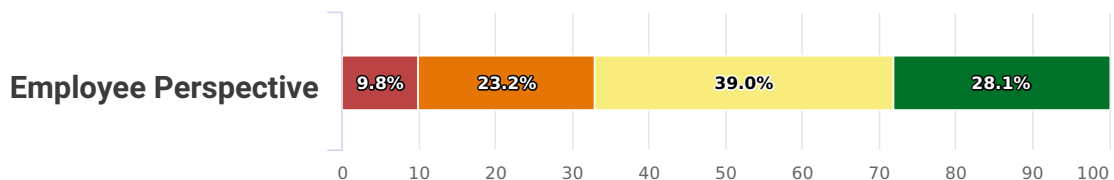
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how organizational and workgroup culture may be a psychosocial hazard include:

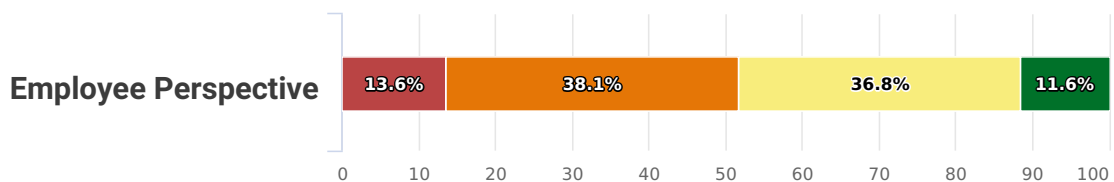
- poor communication
- low levels of support for problem-solving and personal development
- lack of definition of, or agreement on, organizational objectives
- inconsistent and untimely application of policies and procedures, unfair decision-making

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

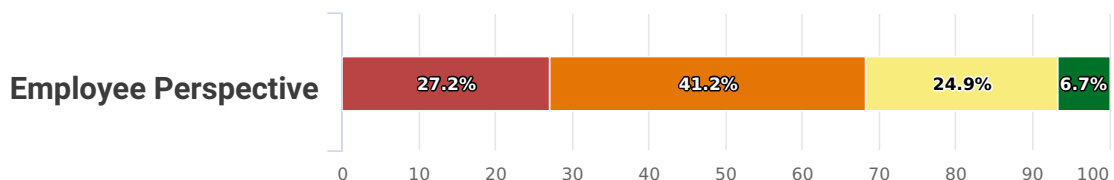
1. I feel I am part of a community at work.



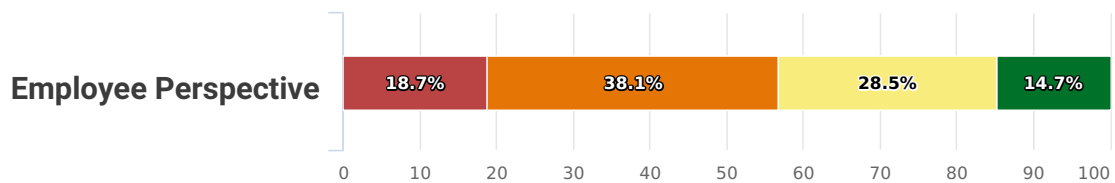
2. People in my workplace understand the importance of protecting employee psychological safety.



3. Management appointments consider the “people skills” necessary for specific positions.



4. When psychological risks are identified, my employer responds effectively.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

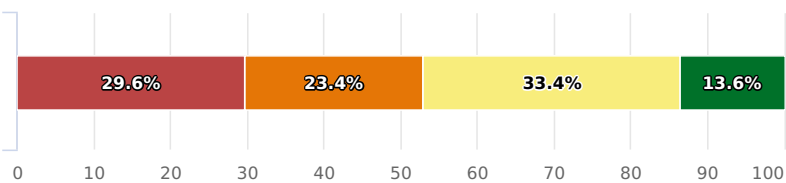
Examples of how recognition and reward may be a psychosocial hazard include:

- imbalance between workers' effort and formal and informal recognition and reward
- lack of appropriate acknowledgement and appreciation of workers' efforts in a fair and timely manner

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

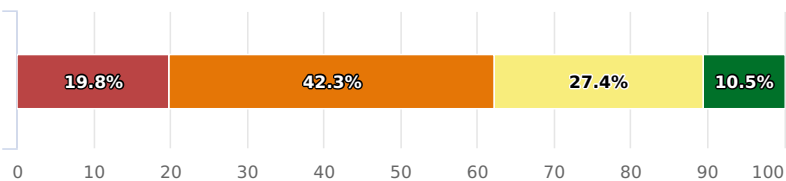
1. I am paid fairly for the work I do.

Employee Perspective



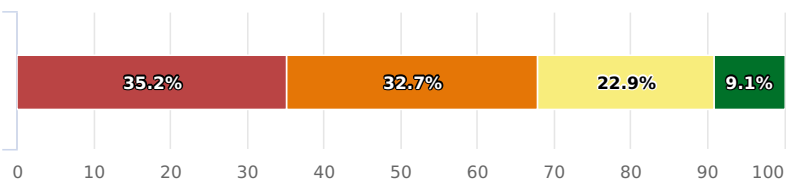
2. Our organization celebrates our shared accomplishments.

Employee Perspective



3. I am recognized for good performance.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how remote and isolated work may be a psychosocial hazard include:

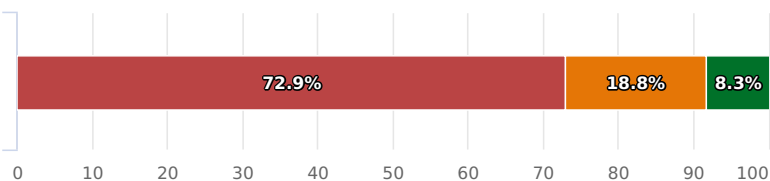
- working in locations that are far from home, family, friends and usual support networks (e.g., isolated working or “fly-in-fly-out” work arrangements)
- working alone in non-remote locations without social/human interaction at work (e.g., working at home)
- working in private homes (e.g., providing care or domestic roles in other people’s homes)

Only respondents who say yes to working remotely are included in this section.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

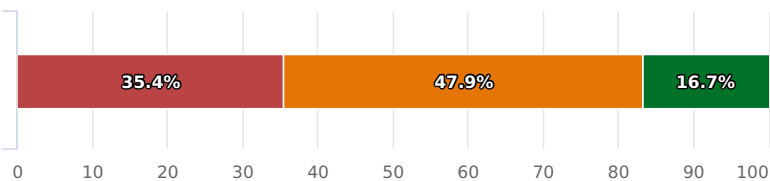
1. My home life suffers because of my work.

Employee Perspective



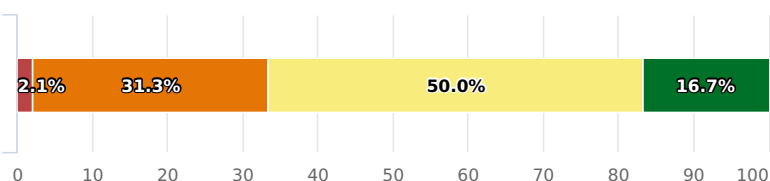
2. I feel lonely when working.

Employee Perspective



3. I can do my job effectively with the tools and equipment provided.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

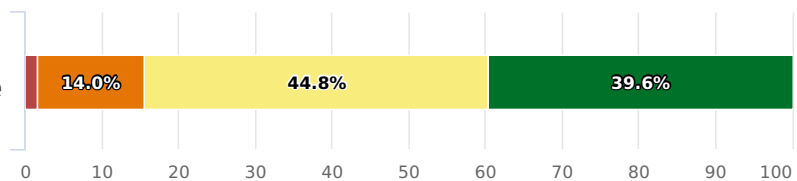
Examples of how roles and expectations may be a psychosocial hazard include:

- role ambiguity
- role conflict
- duty of care for other people
- scenarios where workers do not have clear guidelines on the tasks they are expected to do (and not do)
- expectations within a role that undermine one another (e.g., being expected to provide good customer service, but also to not spend a long time with customers)
- uncertainty about, or frequent changes to, tasks and work standards
- performing work of little value or purpose

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

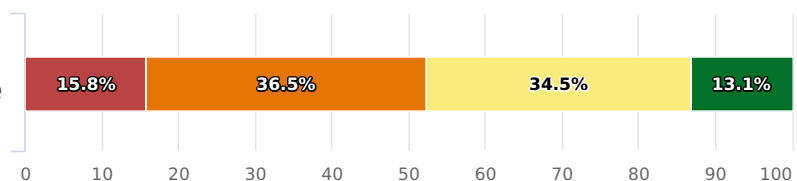
1. I know what I am expected to do in my job.

Employee Perspective



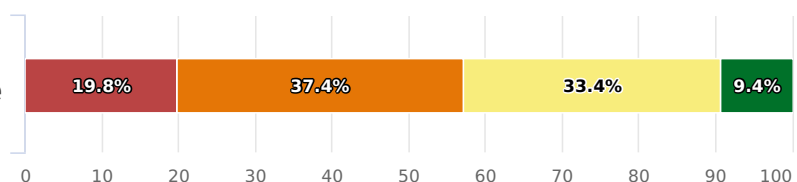
2. I am informed of important changes that may impact how my work is done.

Employee Perspective



3. I am informed about important changes at work in a timely manner.

Employee Perspective



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

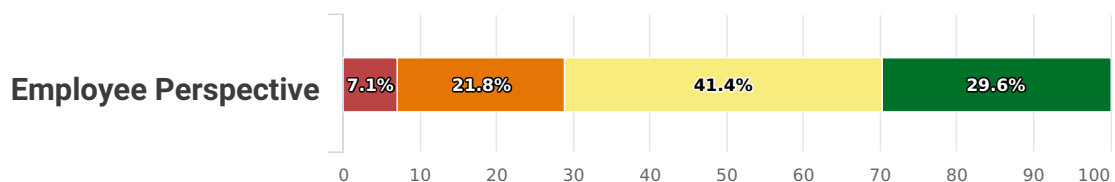
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how supervision may be a psychosocial hazard include:

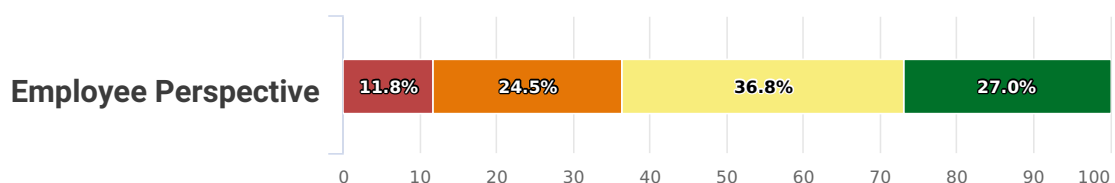
- lack of constructive performance feedback and evaluation processes
- lack of encouragement/acknowledgement
- lack of communication
- lack of shared organizational vision and clear objectives
- lack of support and/or resources to facilitate improvements in performance
- lack of fairness
- misuse of digital surveillance

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

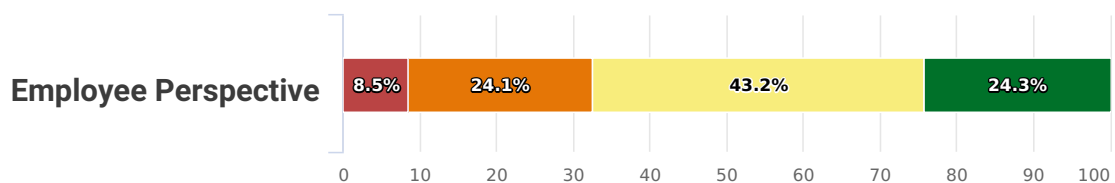
1. My supervisor supports me to do my job successfully.



2. My supervisor supports my personal growth.



3. My supervisor is open to my ideas for taking on new opportunities at work.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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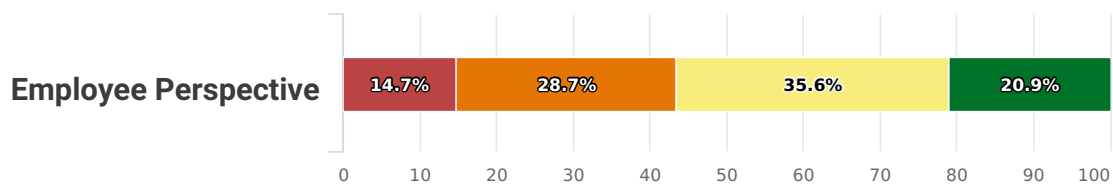
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how support may be a psychosocial hazard include:

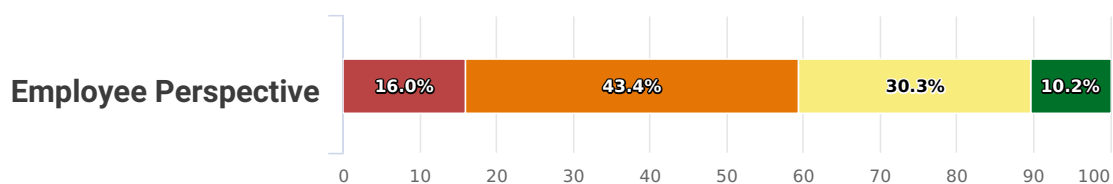
- lack of support from supervisors and co-workers
- lack of access to support services
- lack of information/training to support work performance

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

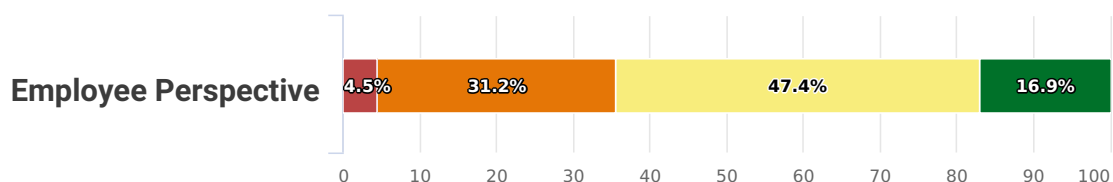
1. I feel supported at work when I am dealing with personal issues.



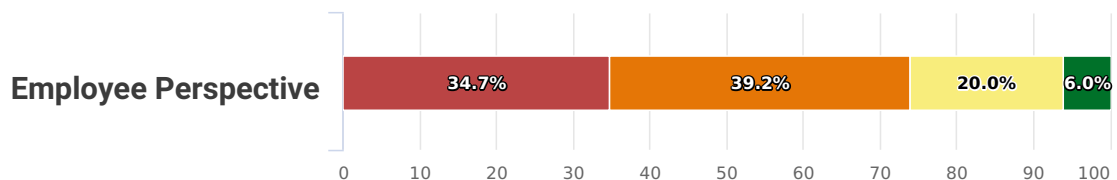
2. People with mental health issues are supported to do their jobs effectively.



3. People with physical health issues are supported to do their jobs effectively.



4. My employer helps employees cope with workplace stress.



Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

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** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

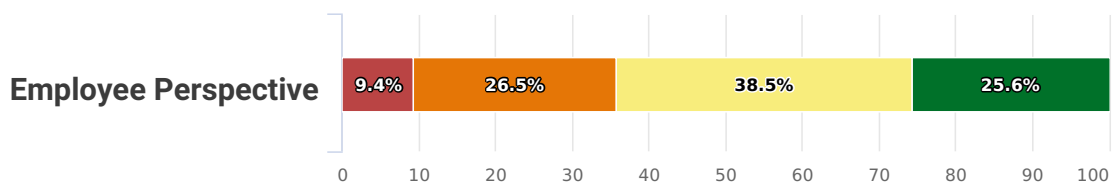
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how work environment, equipment and hazardous tasks may be a psychosocial hazard include:

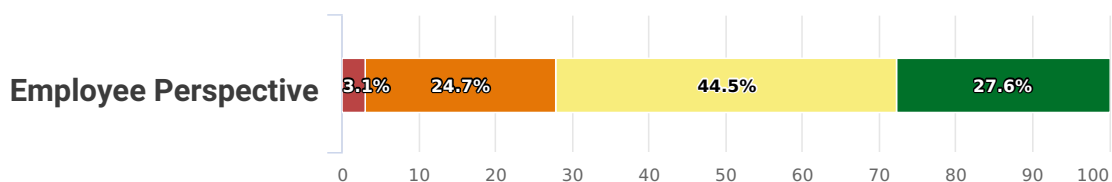
- inadequate equipment availability, suitability, reliability, maintenance or repair
- poor workplace conditions such as lack of space, poor lighting and excessive noise
- lack of the necessary tools, equipment or other resources to complete work tasks
- working in extreme conditions or situations, such as very high or low temperatures, or at height
- working in unstable environments such as conflict zones

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

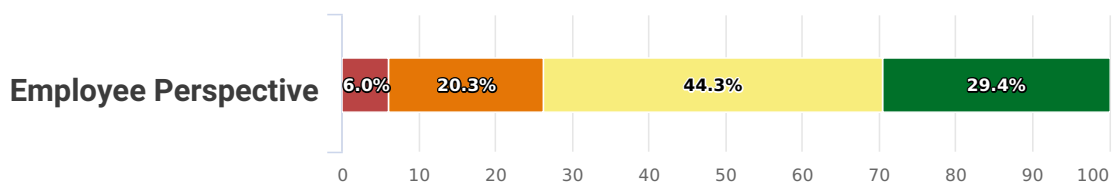
1. When physical risks are identified, my employer responds effectively.



2. I have what I need to do my job safely.



3. People at work understand the importance of protecting employee physical safety.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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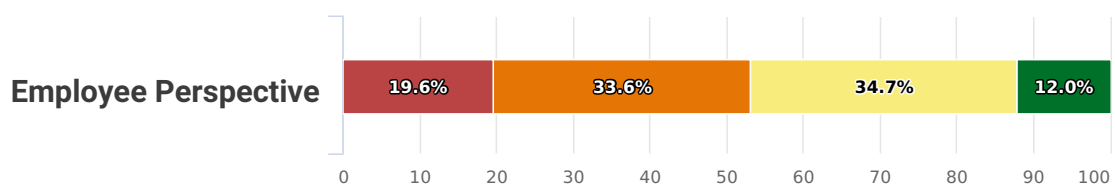
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how work/life balance may be a psychosocial hazard include:

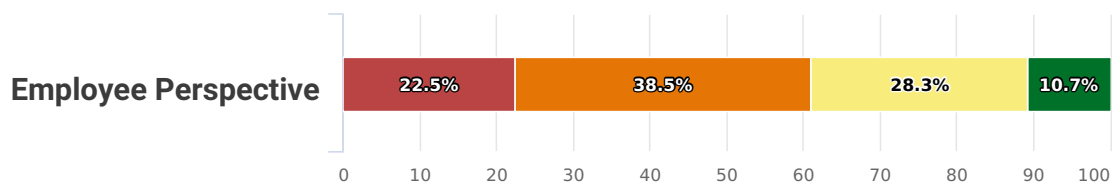
- work tasks, roles, schedules or expectations that cause workers to continue working on their own time
- conflicting demands of work and home
- work that impacts the workers' ability to recover

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

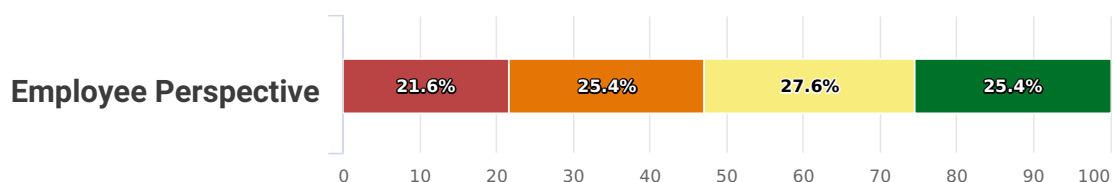
1. I am able to reasonably balance the demands of work and personal life.



2. My employer promotes work-life balance.



3. I can talk to my supervisor when I am having trouble maintaining work-life balance.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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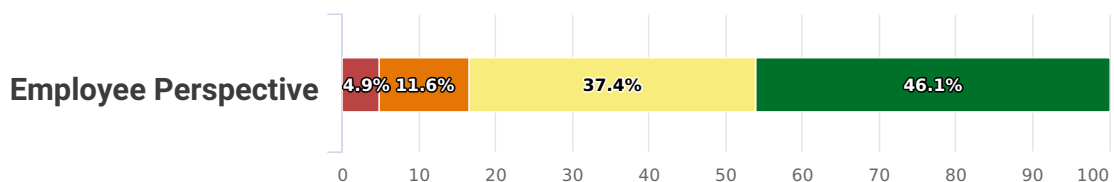
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how working hours and schedule may be a psychosocial hazard include:

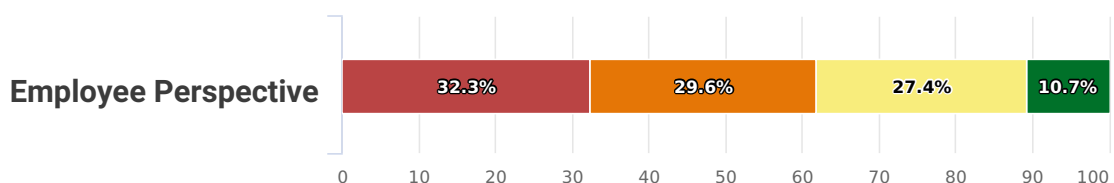
- lack of variety of work
- shift work
- inflexible work schedules
- unpredictable hours
- long or unsociable hours
- fragmented work or work that is not meaningful
- continual requirements to complete work at short notice

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

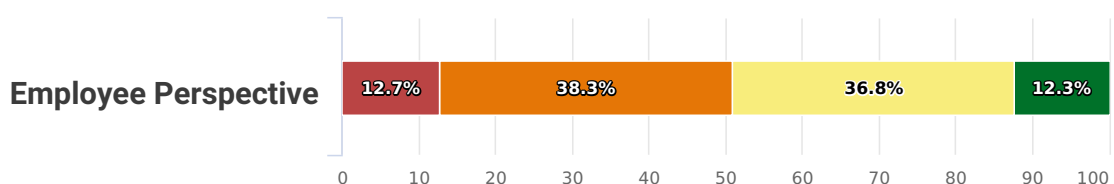
1. I am willing to give extra effort at work if needed.



2. I have sufficient time to complete my work.



3. Deadlines are reasonable.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

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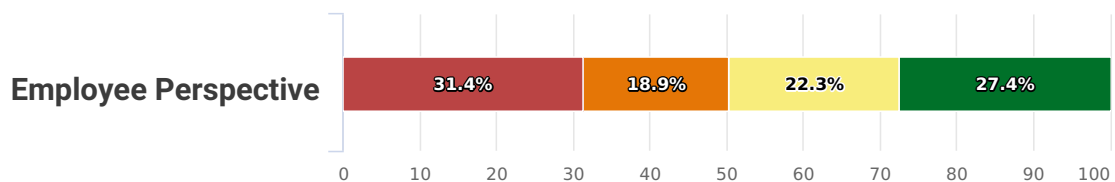
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how workload and work pace may be a psychosocial hazard include:

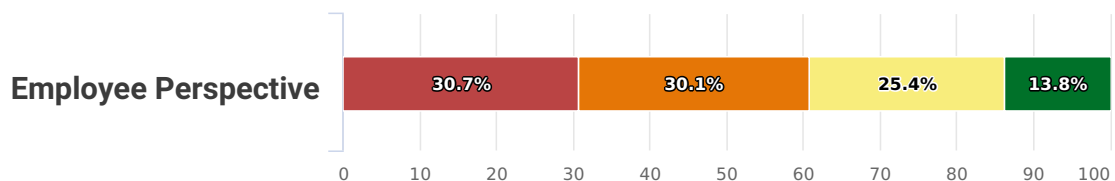
- work overload or underload
- high levels of time pressure
- continually subject to deadlines
- machine pacing
- high level of repetitive work

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

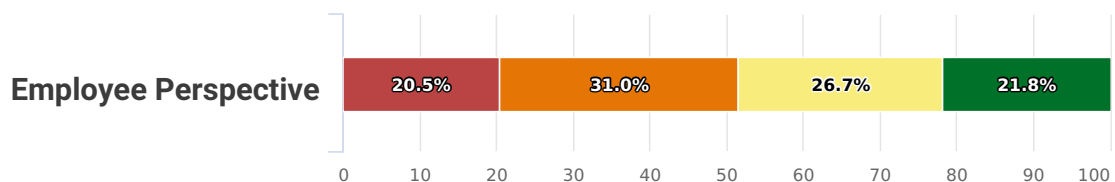
1. My employer encourages me to take my entitled breaks.



2. The amount of work I am expected to do is reasonable for my position.



3. I can talk to my supervisor about the amount of work I have to do.



Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

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Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Appendix

Organization Information

Total number of employees, company-wide	500+
Number of employees who completed this survey (total number of employee respondents)	449
Type of organization	Not-for-profit
Industry sector	Public sector

Demographic Results

Department/Branch	
Percentage of total employee respondents (n= 449)	
Exempt	4.68%
VTA	57.02%
CUPE	37.42%
Other	0.89%

Union Status

Percentage of total employee respondents (n= 449)

Yes	92.20%
No	4.01%
Prefer not to answer	3.79%

Co-Worker Environment

Percentage of total employee respondents (n= 449)

Mostly work in a setting where other employees are present	73.94%
Mostly work alone	12.47%
I do about 50% of my work alone	10.91%
Prefer not to answer	2.67%

Managerial Role

Percentage of total employee respondents (n= 449)

Yes	17.37%
No	75.50%
Prefer not to answer	7.13%

Number of Employees DIRECTLY Supervised on a Day-to-Day Basis

Percentage of total employee respondents (n= 78)

0	24.36%
1-5	47.44%
6-10	7.69%
11-20	3.85%
21-50	14.10%
51-100	1.28%
Prefer not to answer	1.28%

Number of Employees INDIRECTLY Supervised on a Day-to-Day Basis

Percentage of total employee respondents (n= 78)

0	38.46%
1-5	25.64%
6-10	12.82%
11-20	3.85%
21-50	3.85%
101-299	2.56%
500+	3.85%
Prefer not to answer	8.97%

Length of Time with Present Employer (in any capacity)

Percentage of total employee respondents (n= 449)

Less than 6 months	4.23%
6 months to <1 year	6.24%
1 year to <2 years	10.02%
2 years to <4 years	8.24%
4 years to <6 years	11.58%
6 years to <8 years	6.68%
8 years to <10 years	5.57%
10 years to <15 years	13.36%
15 years to < 20 years	15.14%
20 years to <25 years	10.47%
25 years to <30 years	5.12%
30 years to <35 years	2.45%
35 years to <40 years	0.67%
>40 years	0.22%

Length of Time in Current Position with Present Employer

Percentage of total employee respondents (n= 449)

Less than 6 months	6.90%
6 months to <1 year	14.92%
1 year to <2 years	9.80%
2 years to <4 years	15.81%
4 years to <6 years	12.92%
6 years to <8 years	8.02%
8 years to <10 years	5.79%
10 years to <15 years	10.91%
15 years to < 20 years	7.80%
20 years to <25 years	4.01%
25 years to <30 years	1.78%
30 years to <35 years	1.11%
35 years to <40 years	0.22%

Shift-Work Status

Percentage of total employee respondents (n= 449)

Yes	1.56%
No	97.10%
Prefer not to answer	1.34%

Type(s) of Shift(s) Worked

Percentage of total employee respondents (n= 7)

Morning	57.14%
Afternoon	42.86%
Evening	28.57%
Night	14.29%
Prefer not to answer	14.29%

Total Number of Hours Worked per Week

Percentage of total employee respondents (n= 449)

1-9 hours	1.56%
10-19 hours	0.45%
20-29 hours	16.26%
30-39 hours	26.95%
40-49 hours	31.18%
50-59 hours	15.14%
60-69 hours	5.12%
70-79 hours	0.45%
Prefer not to answer	2.90%

Are you Indigenous or a member of a visible minority (a racialized group)?

Percentage of total employee respondents (n= 449)

Yes	9.58%
No	83.07%
Prefer not to answer	7.35%

Are you 2SLGBTQI+?

Percentage of total employee respondents (n= 449)

Yes	4.23%
No	89.31%
Prefer not to answer	6.46%

Are you living with a physical and/or mental disability (invisible or visible)?

Percentage of total employee respondents (n= 449)

Yes	21.38%
No	69.49%
Prefer not to answer	9.13%

Next Steps



Congratulations!

You now have a snapshot of employees' experiences with psychological health and safety in your workplace.

It is ideal to take some immediate action to demonstrate your organization's commitment to responding to the results. Something as simple as [subscribing to free mental health awareness emails](#) and forwarding them to your employees could help.

As defined in the National Standard of Canada on Psychological Health and Safety in the Workplace, a critical element is to engage employees at all levels in developing and implementing the actions. This cannot be a paper exercise or rely solely on policy changes. The [On the agenda workshop series](#) can help you facilitate productive conversations.

The next step is to analyze your employee feedback and decide which actions your organization wants to prioritize. The [Psychological health and safety change process](#) will guide you in making both practical and effective choices. Many free and relevant resources are also provided.

Health and safety in workplaces requires a continual improvement approach. Psychological health and safety is no different. It is unlikely you will ever achieve perfection, but with ongoing assessment, action and evaluation, you can have a psychologically healthy and safe workplace.

Next step resources

[Free mental health awareness emails](#)

[On the agenda workshop series](#)

[Psychological health and safety change process](#)