

Guarding Minds 2023 SWOT Analysis

- **Employee Engagement:** High willingness to give extra effort (83.5% Often/Always), indicating strong intrinsic motivation.
- **Community and Inclusion:** Many employees feel part of a community and report fair treatment across backgrounds.
- **Support for Mental Health:** A majority feel that people with mental health issues are supported to do their jobs effectively.
- **Recognition and Reward:** A significant portion of staff feel recognized for good performance and that accomplishments are celebrated.
- **Job Clarity:** Most employees understand what is expected of them in their roles.
- **Low Incidence of Harassment:** High percentages report never experiencing bullying, harassment, or discrimination.

Strengths

- **Workload and Burnout:** High levels of burnout (76.2% report sometimes or more often) and concerns about workload and deadlines.
- **Communication and Change Management:** Many employees feel uninformed about organizational changes and their impacts.
- **Leadership Accountability:** Concerns about whether people are held accountable and whether organizational values are consistently demonstrated.
- **Work-Life Balance:** A notable portion of staff report that their home life suffers due to work and feel unsupported during personal challenges.
- **Psychological Safety:** A significant number of employees do not feel safe speaking up or believe that psychological risks are effectively addressed.

Weakness

Opportunities

- **Enhance Supervisor Training:** Focus on leadership development, especially in communication, change management, and emotional intelligence.
- **Promote Mental Health Resources:** Increase visibility and access to mental health supports and stress management tools.
- **Improve Inclusion Practices:** While many feel included, targeted strategies can further support marginalized groups (e.g., 2SLGBTQI+, racialized staff, those with disabilities).
- **Flexible Work Arrangements:** Explore more flexible scheduling or workload distribution to address burnout and work-life balance concerns.
- **Employee Involvement:** Increase opportunities for staff to influence decisions and provide feedback on organizational changes.

Threats

- **Retention Risks:** Burnout, lack of recognition, and poor communication may lead to disengagement or turnover.
- **Legal and Reputational Risks:** Even isolated incidents of discrimination or harassment can have serious consequences.
- **Psychosocial Hazards:** Unaddressed issues in workload, leadership, and psychological safety can escalate into broader organizational dysfunction.
- **Cultural Fragmentation:** If trust and fairness are not consistently upheld, it may erode the organizational culture over time.

Link to Survey Results:

[guarding minds all staff 2023.pdf](#)

