

## Psychological Health and Safety in My Workplace

### Instructions

Read the definition, then the scenario, and use the guiding questions and notes to have a conversation about psychological health and safety.

### Definition

Psychologically healthy and safe workplaces promote workers' psychological well-being and actively work to prevent harm to workers' psychological health. In a psychologically healthy and safe workplace, everyone feels supported, respected, and valued.

### Scenario

You've noticed one of your coworkers, Joe, seems more withdrawn and irritable than usual. They have been coming in late and have mentioned feeling overwhelmed by their workload. At the same time, you've been feeling stressed yourself, struggling to balance work and personal responsibilities.

As a team member, you want to help Joe and ensure your own mental health remains a priority.



### Guiding questions

- What are some of the hazards to psychological health and safety at work? What can harm psychological health in the workplace?
- Why is psychological health and safety as important as physical health and safety?
- What is one thing you could do to support Joe and yourself at work?
- What is one thing you can do to contribute to a more positive and supportive work environment in your organization?

# Safety Huddle: Psychological Health and Safety in My Workplace

Huddle leader: \_\_\_\_\_

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

## Attendance:

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## Notes to the huddle

- Keep the discussion positive and solution-focused.
- Encourage everyone to share ideas and respect anyone's choice to listen quietly.
- End the session by asking each participant to commit to one small action to contribute to a more positive and psychologically healthy and safe workplace.
- Addressing psychological health and safety is much like addressing physical safety in the workplace, just as workers practice hand hygiene or use PPE to protect their physical safety from hazards in the workplace, there are practices in the workplace that protect workers' psychological health and safety.

## Additional resources

SafeCare BC - *Mental Health: Psychologically Healthy Workplaces*

SafeCare BC - *Enhancing Psychological Health, Wellness, and Resilience*

SafeCare BC - *Mental Health and Resilience: Resources for Workers*

Care For Caregivers - *Free mental health resources*