

Psychological health and safety | Quick tips for the workplace

Workplace psychological health and safety is about cultivating an environment where employees are respected, protected from mental harm, and supported—ensuring their well-being is prioritized alongside productivity. It means fostering a culture where work enhances, rather than diminishes, mental health.

Why psychological health and safety in the workplace is important

- There are conditions or factors in the workplace that may **pose a risk** to employees' psychological wellbeing.
- A psychologically healthy and safe workplace mitigates these risks by promoting psychological wellbeing and **protecting employees** from the potentially negative impact of these factors. It keeps employees safe.
- A psychologically healthy and safe workplace offers employees a **more positive experience** with their organization and work.

Factors in the workplace that may pose a risk to someone's psychological health and safety:

- *Incivility amongst employees*
- *Bullying in the workplace*
- *Violence in the workplace*
- *Grief associated with the loss of a resident/client*
- *Other emotional demands of the job*
- *Not feeling appreciated or respected by others*
- *Long working hours*
- *Working conditions*

Ways that employees can improve psychological health and safety in the workplace:

- Say hello to or smile at your coworkers when you pass them in the hall.
- Thank or recognize a coworker for their help.
- Add something to the kudos board.
- Recognize what someone else may be going through and have some compassion for them rather than reacting or feeling irritated by them.
- Refrain from gossiping.
- Make clear requests of others (don't expect them to read your mind).
- Offer to assist a coworker.