canada life | Workplace Strategies for Mental Health

Your role in psychological health and safety

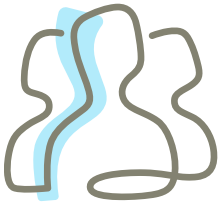
E-learning module

Psychological health and safety (PHS) is a shared responsibility. Think of it like a team sport.

To optimize the chance for the team to reach its goals (for example: creating a safe and healthy environment), everyone has to contribute.

Every employee (the 'players')

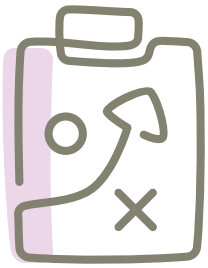
This is the role employees at all levels live every day. Every 'player' is responsible for:



- **Managing their own well-being** as best they can (staying 'game-ready')
- **Doing no harm to others** (not committing 'fouls' against teammates)
- **Doing the job they were hired to do** (playing their position)
- **Speaking up respectfully** (acting for the benefit of the team) when they see behaviour that undermines safety

Leadership and management (the 'coaches')

Managers and supervisors are responsible for strategy and team culture. This includes:



- **Modeling respectful and inclusive behaviour** (leading by example)
- **Fostering psychological health and safety** among their team (managing the 'locker room' dynamic)
- **Ensuring role clarity and managing workloads** (creating the 'playbook' and avoiding 'player' burnout)
- **Promoting constructive dialogue and addressing conflict fairly** (coaching through disagreements)
- **Supporting employee success**, especially through challenges (player development)
- **Managing the impact of work demands, design and environment on employees**. This may require advocating to senior leaders for the team (protecting the roster)

The organization (the 'owners and rules')

The organization is responsible for creating the rules and leveling the playing field. For example, it's responsible for:



- **Establishing clear policies** (the 'rules of the game') that protect employees from harassment, bullying, and discrimination.
- **Providing support and resources** (the 'training facilities'), like a quiet room or a benefit plan.
- **Assessing psychological health and safety** (reviewing the 'game tape') through data collection, hazard identification and employee surveys.
- **Providing a clear, safe path for reporting concerns**, whether that is HR, a union representative or their leader (the 'players' union').

PHS requires teamwork. The organization's responsibility doesn't replace the employees' responsibility: team members must work together to contribute to creating a safe, respectful, and productive workplace for everyone.

Learn more about psychological health and safety (PHS):

Psychological health and safety basics
clwsmh.com/basics

Employees' role in PHS
clwsmh.com/employees-role

Roles and responsibilities for PHS
clwsmh.com/roles

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