Psychologically SafeLeader

CCOHS.ca
Canadian Centre for Occupational Health and Safety

ACTION PLANNING WORKBOOK



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Psychologically Safe Leader Assessment (PSLA): Action Planning Workbook

Domain 1: Communication & Collaboration

Communication & Collaboration involves the clear exchange of information and transparent discussion of what a worker needs to do their job successfully. This involves collaborative efforts to support each worker's success at work.

What I will <u>continue</u> doing:		**What I will <u>start</u> doing:**	
Action: (To support effective Communication & Collaboration)	**Impact:** (How might this affect my employees/work environment?)	**Action:** (To improve my Communication & Collaboration)	**Impact:** (How might this affect my employees/work environment?)

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Domain 2: Social Intelligence

Social Intelligence involves acting as a role model and facilitator of psychologically safe interactions between and among all workplace stakeholders, including those who are marginalized or vulnerable.

What I will <u>continue</u> doing:		**What I will <u>start</u> doing:**	
Action: (To support effective Social Intelligence)	**Impact:** (How might this affect my employees/work environment?)	**Action:** (To improve my Social Intelligence)	**Impact:** (How might this affect my workers/work environment?)

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Domain 3: Problem Solving & Conflict Management

Problem Solving & Conflict Management involves supporting and requiring consistent, respectful, and effective discussion and resolution of issues. Those who fail to do so are held accountable as needed.

What I will <u>continue</u> doing:		**What I will <u>start</u> doing:**	
Action: (To support effective Problem Solving & Conflict Management)	**Impact:** (How might this affect my employees/work environment?)	**Action:** (To improve my Problem Solving & Conflict Management)	**Impact:** (How might this affect my employees/work environment?)

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Domain 4: Security & Safety

Security & Safety involves supporting a safe environment through proactive, prompt and effective responses to any threats to psychological or physical safety.

What I will <u>continue</u> doing:		**What I will <u>start</u> doing:**	
Action: (To support effective Security & Safety)	**Impact:** (How might this affect my employees/work environment?)	**Action:** (To improve Security & Safety)	**Impact:** (How might this affect my employees/work environment?)

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Domain 5: Fairness & Integrity

Fairness & Integrity involves leadership that is honest, transparent, and consistent, where there is fairness and equity in decision-making, and a humble understanding of personal limitations and biases.

What I will <u>continue</u> doing:		**What I will <u>start</u> doing:**	
Action: (To support effective Fairness & Integrity)	**Impact:** (How might this affect my employees/work environment?)	**Action:** (To improve my Fairness & Integrity)	**Impact:** (How might this affect my employees/work environment?)

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Developing an action plan to strengthen and enhance leadership strategies may seem overwhelming at first, especially if it is added to an already demanding workload. The benefit, however, is that psychologically safe leadership can also support each of your employees to maximize their potential, thereby reducing your workload overall. Start by picking just 1-3 strategies to implement before moving on to others. Discuss the specific strategies with relevant senior leaders and/or employees, determine the intended impact, and set a timeline for yourself to complete them. Once you have success, introduce another strategy or two. You'll have a good chance of a measurable and also sustainable process of continual improvement.

I will measure my progress by:

I will know I'm successful if:

_____ _____ _____

Print Name *Signature* *Date*

Commitment form shared with: _____

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