Leader scorecard for psychological health and safety

Leader: **Year:** **Department/Team:**

Focus area	Measures	Suggested actions with links to resources	Targets
Well-being awareness	**Team member awareness** Percentage of team members who anonymously agree or strongly agree with the following: "My leader cares about my well-being at work."	Facilitate a dialogue about the value of protecting well-being at work. Create awareness of resources online, in the community and within the organization. Build trust so employees feel comfortable reaching out to you for support at work.	100%
Engagement	**Turnover:** (# of team members who left your team / by the total # of team members that were employed during the same time **period**). **Absenteeism:** (# employee days absent / # of work days available for each employee)	Create a positive team member experience. Improve team member commitment to the team and organization. Facilitate team member growth and development.	Check online for comparable organizational or sector results for turnover and absenteeism. Turnover target: Absenteeism target:
Team dynamics	**Psychologically safe team assessment results** Review report and choose targeted actions to address the most relevant issues in each of the 3 strategic objectives.	Facilitate the development of team resilience. Assess and support inclusion for all team members. Assess and support team cohesion and positive team dynamics.	Continual year-over-year improvement
Employee success	**Team member awareness** Percentage of team members who anonymously agree or strongly agree with the following: "My leader supports my success at work."	Ensure team member awareness of accommodation processes. Ensure employee issues and concerns are resolved effectively. Help every team member to optimize their performance and success at work.	100%

For more ideas check out Evidence-based actions for psychological health and safety: **www.clwsmh.com/actions**

For instructions and links to resources, scan this **QR code**.

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Results

Focus area	Year 1	Year 2	Year 3	Comments
Well-being awareness goal				
Results				
Engagement goal				
Results	**Turnover:**	**Turnover:**	**Turnover:**	
Results	**Absenteeism:**	**Absenteeism:**	**Absenteeism:**	
Team dynamics culture goal				
Results				
Employee success goal				
Results				

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