



## Costs of a Psychologically Unsafe Workplace

Employees who experience high demand, low control, high effort and low reward (including you!) are more likely to suffer the following adverse consequences of a *psychologically unsafe workplace*. The costs of these consequences are staggering both for individuals and the organization.

HEALTH COSTS	PERFORMANCE COSTS
<ul style="list-style-type: none"><li>▪ 3x Heart problems</li><li>▪ 3x Back pain</li><li>▪ 5x Certain types of cancer</li><li>▪ 2-3x Injuries of all types</li><li>▪ 2-3x Infections</li><li>▪ 2-3x Conflicts</li><li>▪ 2-3x Mental health problems</li><li>▪ 2-3x Substance abuse</li></ul>	<ul style="list-style-type: none"><li>▪ Reduced adaptability</li><li>▪ Reduced ability to cope with change</li><li>▪ Impaired learning</li><li>▪ Impaired memory</li><li>▪ Increased helplessness</li><li>▪ Increased passivity OR aggression/conflict</li></ul>

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