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Employees report concern for their psychological health and safety at work

WPG - A recent Ipsos Reid survey on psychological health and safety in the workplace, commissioned by the Great-West Life Centre for Mental Health in the Workplace, revealed that 71 per cent of respondents reported some degree of concern with psychological health and safety in their workplace. Of those, 14 per cent felt that their workplace was not psychologically healthy or safe. The survey questions came from [Guarding Minds @ Work](#), which defines psychological health as our ability to think, feel and behave in a manner that enables us to perform effectively. Psychological safety deals with the risk of injury to psychological well-being that an employee might experience.

Additionally, more respondents were concerned about their psychological safety in the workplace than their physical safety (33 per cent vs. 20 per cent). While employers have traditionally focused more on physical health and safety issues, other factors may also be contributing to the discrepancy. Mandi Luis-Buckner, a return-to-work coach for employees, suggests this difference may also be due to a lack of awareness of managers on how to support employees in a more psychologically healthy and safe way.

“What managers need to know is that employee performance can actually improve when employees feel psychologically supported and safe in their workplaces.” One approach she shares is for managers to ask their employees what they need to be successful at work. “This may mean that managers need, and should be encouraged, to look beyond standard organizational policies and practices to provide a psychologically healthy and safe work environment for their employees,” Luis-Buckner said.

Key resources to help employers foster a psychologically healthy and safe work environment* include [Guarding Minds @ Work™](#) and [On the Agenda](#), made available through the Centre at no charge www.workplacestrategiesformentalhealth.com. These free, online resources were developed to provide employers with proactive, comprehensive ways to assess and address the psychological health and safety of their work environment.

** A psychologically healthy and safe workplace is one that promotes workers' psychological well-being and actively works to prevent harm to worker psychological health including in negligent, reckless or intentional ways. (Mental Health Commission of Canada).*

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Infographic: Psychological health & safety in the workplace



Photo :
Mandi Luis-Bukner

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