



Psychologically Safe
Leader Assessment:
Employee Feedback
(PSLA-E)

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By completing the Psychologically Safe Leader Assessment: Employee Feedback (PSLA-E), you are contributing to your leader's psychological health and safety (PH&S) skills and, in turn, the success of your team. Your completion of the PSLA-E is a positive indicator of your commitment to improving the overall PH&S of your work environment!

The PSLA-E requires an average of 15-20 minutes to complete. We recommend completing the PSLA-E in one sitting, free of distractions and without input from others. This helps to ensure a more accurate evaluation of your leader's strengths and areas for improvement.

Please answer as objectively as you can, based on your experiences and/or evaluation of how your leader would likely approach a situation. Remember: no leader has strengths across all areas all the time. This tool is designed to identify your leader's areas of strength as well as areas for improvement.

Please enter the ID number provided by your Manager: _____

Please rate your level of agreement (1 = Strongly Disagree; 5 = Strongly Agree) with the following statements:

Communication & Collaboration

1. My leader's communication style is effective for me.
Strongly Agree 1 2 3 4 5 Strongly Disagree
2. My leader provides clarity in terms of my job expectations and task priorities.
Strongly Agree 1 2 3 4 5 Strongly Disagree
3. My leader has regular, confidential meetings with me to discuss issues that affect my work, including how my work links to organizational goals and objectives.
Strongly Agree 1 2 3 4 5 Strongly Disagree
4. My leader keeps me up-to-date when there are proposed or actual changes in processes, policies or priorities that could impact my work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
5. My leader would be effective at addressing any work-related fears or concerns I may have.
Strongly Agree 1 2 3 4 5 Strongly Disagree
6. My leader conducts regular check-ins to help me maximize my capabilities and potential on the job.
Strongly Agree 1 2 3 4 5 Strongly Disagree
7. My leader regularly seeks feedback about my challenges or frustrations at work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
8. My leader seeks regular input about my professional development goals.
Strongly Agree 1 2 3 4 5 Strongly Disagree

9. My leader regularly provides positive, constructive feedback with the intent of helping me grow and develop.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
10. My leader actively encourages me to suggest ideas for new workplace experiences that I may value or benefit from (e.g., committee work, mentoring, job shadowing).
- Strongly Agree 1 2 3 4 5 Strongly Disagree
11. My leader provides opportunities (formal or informal) for me to develop my interpersonal skills at work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
12. My leader regularly has discussions that address how our team can work better together.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
13. My leader regularly verbalizes appreciation for my tasks and efforts at work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
14. My leader regularly recognizes the successes and achievements of our team.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
15. My leader regularly demonstrates genuine appreciation for the specific work that I do.
- Strongly Agree 1 2 3 4 5 Strongly Disagree

Social Intelligence

1. My leader refers employees experiencing mental health issues to appropriate resources in our organization and/or community.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
2. My leader supports the needs of employees with mental health issues who are trying to stay productive at work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
3. My leader appears comfortable when employees share their emotional or personal concerns.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
4. Even when under high work stress, my leader is effective at dealing with workers' emotional reactions.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
5. I can easily access my leader when I need someone to talk to.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
6. My leader keeps our team motivated and positive, even when stress or tensions are high.
- Strongly Agree 1 2 3 4 5 Strongly Disagree

7. My leader takes active steps to create a work environment that is free of stigma and discrimination.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
8. My leader actively strives to facilitate respectful and non-judgmental discussions about mental health in the workplace.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
9. My leader encourages solution-focused discussions about issues that affect work relationships and morale.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
10. During times of high work stress, my leader remains positive in their language and attitude.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
11. My leader motivates me to do my best work and achieve my job goals.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
12. My leader helps foster a sense of purpose and meaning in my work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
13. During times of high work demands, my leader works even harder at keeping me motivated and engaged.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
14. My leader notices when I am less engaged, and tries to help me resolve any challenges I may be facing.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
15. My leader helps me develop both interpersonal and technical job skills.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
16. My leader finds opportunities for me to utilize my personal strengths at work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
17. I feel appreciated by my leader.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
18. I appreciate the approach my leader takes in recognizing my efforts and successes at work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree
19. My leader does not allow their stress and frustration to impact me at work.
- Strongly Agree 1 2 3 4 5 Strongly Disagree

Problem-Solving & Conflict Management

1. My leader ensures our team interactions remain respectful for all, regardless of our current workplace demands and stressors.
Strongly Agree 1 2 3 4 5 Strongly Disagree
2. My leader ensures that all team members demonstrate civility in their workplace interactions.
Strongly Agree 1 2 3 4 5 Strongly Disagree
3. My leader effectively resolves workplace conflict in a way that preserves the respect and dignity of all participants.
Strongly Agree 1 2 3 4 5 Strongly Disagree
4. My leader holds all members of my team accountable for every instance of inappropriate workplace conduct.
Strongly Agree 1 2 3 4 5 Strongly Disagree
5. My leader actively solicits my input on potential solutions to work-related challenges and issues.
Strongly Agree 1 2 3 4 5 Strongly Disagree
6. Where possible, my leader consults with me on potential decisions and changes that may affect my work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
7. Where possible, my leader provides some flexibility over how I achieve my agreed-upon work outcomes.
Strongly Agree 1 2 3 4 5 Strongly Disagree
8. As soon as possible, my leader informs me in a clear and positive manner of changes outside of their control that may impact how my work is done.
Strongly Agree 1 2 3 4 5 Strongly Disagree
9. My leader actively involves me in discussions about how I can best achieve my work objectives.
Strongly Agree 1 2 3 4 5 Strongly Disagree
10. My leader helps me manage my workload demands.
Strongly Agree 1 2 3 4 5 Strongly Disagree
11. I feel comfortable talking to my leader when I am having challenges completing my tasks within my defined work hours.
Strongly Agree 1 2 3 4 5 Strongly Disagree
12. My leader monitors our team's workload demands on an ongoing basis, and makes adjustments as needed.
Strongly Agree 1 2 3 4 5 Strongly Disagree
13. When demands are high, my leader works with me to prioritize my tasks and responsibilities.
Strongly Agree 1 2 3 4 5 Strongly Disagree

14. I would be comfortable going to my leader if I needed help prioritizing my job tasks.

Strongly Agree 1 2 3 4 5 Strongly Disagree

15. My leader ensures that I have the skills and resources I need to meet the psychological and emotional demands of my job.

Strongly Agree 1 2 3 4 5 Strongly Disagree

16. My leader fairly and promptly resolves workplace issues and disagreements.

Strongly Agree 1 2 3 4 5 Strongly Disagree

Safety & Security

1. My leader ensures the mental and emotional effort required to do my work is reasonable.

Strongly Agree 1 2 3 4 5 Strongly Disagree

2. My leader requires me to take my entitled breaks and time off (e.g., lunchtime, breaks, vacation time).

Strongly Agree 1 2 3 4 5 Strongly Disagree

3. My leader supports and encourages me to maintain a healthy work-life balance.

Strongly Agree 1 2 3 4 5 Strongly Disagree

4. When I express a conflict between work and personal demands, I trust my leader to support me in finding an effective solution.

Strongly Agree 1 2 3 4 5 Strongly Disagree

5. My leader models a healthy work-life balance in what they say and do.

Strongly Agree 1 2 3 4 5 Strongly Disagree

6. My leader would respond in an effective and timely manner to any potential risks to my psychological safety.

Strongly Agree 1 2 3 4 5 Strongly Disagree

7. My leader would effectively support me during times of crisis at work.

Strongly Agree 1 2 3 4 5 Strongly Disagree

8. My leader would address the psychological impact of workplace bullying, harassment or unresolved conflict on all workers.

Strongly Agree 1 2 3 4 5 Strongly Disagree

9. My leader would resolve situations that may threaten or harm my psychological health or safety (e.g., harassment, discrimination, violence).

Strongly Agree 1 2 3 4 5 Strongly Disagree

10. I would feel comfortable speaking up to my leader about risks to my psychological safety at work.

Strongly Agree 1 2 3 4 5 Strongly Disagree

11. My leader would respond in an effective and timely manner to any potential risks to my physical safety.

Strongly Agree 1 2 3 4 5 Strongly Disagree

12. My leader ensures I have the resources, knowledge and skills needed to do my job in a physically safe manner (e.g., protective clothing, familiarity with safety protocols, ergonomic equipment).

Strongly Agree 1 2 3 4 5 Strongly Disagree

13. My leader would respond promptly and appropriately if I raised a concern about physical safety.

Strongly Agree 1 2 3 4 5 Strongly Disagree

14. My leader would recognize and address the psychological impact of illnesses, accidents or injuries on workers.

Strongly Agree 1 2 3 4 5 Strongly Disagree

15. I would feel comfortable speaking up to my leader about risks to my physical safety at work.

Strongly Agree 1 2 3 4 5 Strongly Disagree