



Psychologically Safe Leader Assessment

Psychologically Safe Leader Assessment (PSLA)

By taking the Psychologically Safe Leader Assessment (PSLA), you have taken an important step toward improving your psychological health and safety (PH&S) skills...and, in turn, the mental well-being of your team. Your interest in the PSLA is a positive indicator of your goodwill and dedication as a leader!

The PSLA requires an average of 15-20 minutes to complete. We recommend completing the PSLA in one sitting, free of distractions and without the input of others. This helps to ensure a more accurate evaluation of your strengths and areas for improvement regarding workplace PH&S.

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

Demographics

Please note that demographic information is collected for research purposes only. All information provided is 100% confidential – your responses will only be tied to an anonymous and randomly generated ID.

Employment Status:

- Employed full-time (35 or more hours a week)
- Employed part-time, casual, or contract
- Self-employed
- Other (Unemployed / Not in the workforce / Retired / Volunteering)

In your job, do you have responsibility for any of the following (check all that apply)?

- Human Resources (HR)
- Employee Health and Wellness
- Disability Management
- Occupational Health and Safety
- Organizational Development
- Education and Training
- EFAP
- None of the above

What best describes your current role?

- Senior Executive / Leadership Team
- Director
- Manager
- Supervisor / Team Leader
- Professional / Individual Contributor

- External Consultant
- Skilled Trade / Technical
- Staff / Administrative Support
- Other

How many people do you manage, support or lead (including employees, volunteers, students, interns, consultants)? _____

Please indicate if this is the first time you are using the PSLA:

- This is my first time using the PSLA
- This is not my first time using the PSLA - I am completing it again to see how I have improved

If this is not the first time you are using the PSLA:

- I last completed the PSLA in _____ [MONTH] _____ [YEAR]

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

Communication & Collaboration

1. I know how and when to adapt my communication style to facilitate effective interaction with different employee personalities, emotional states, or learning styles.
Strongly Agree 1 2 3 4 5 Strongly Disagree
2. I regularly ensure that all employees who report to me have clarity in terms of job expectations and task priorities.
Strongly Agree 1 2 3 4 5 Strongly Disagree
3. I have regular, confidential meetings with each team member to discuss issues that affect their work, including how their work links to organizational goals and objectives.
Strongly Agree 1 2 3 4 5 Strongly Disagree
4. I ensure employees are kept up-to-date when there are proposed or actual changes in processes, policies or priorities that could impact their work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
5. Even when I am not authorized to share information, I communicate effectively with my employees to address any unnecessary fears or concerns.
Strongly Agree 1 2 3 4 5 Strongly Disagree
6. I conduct regular check-ins to help each employee maximize their capabilities and potential on the job.
Strongly Agree 1 2 3 4 5 Strongly Disagree
7. I regularly seek feedback from employees about what might be currently challenging or frustrating them at work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
8. I seek regular input about each employee's professional development goals.
Strongly Agree 1 2 3 4 5 Strongly Disagree
9. I regularly provide positive, constructive feedback to employees with the intent of helping them grow and develop.
Strongly Agree 1 2 3 4 5 Strongly Disagree
10. I actively encourage employees to suggest ideas for new workplace experiences that they may value or benefit from (e.g., committee work, mentoring, job shadowing).
Strongly Agree 1 2 3 4 5 Strongly Disagree
11. I provide employees with opportunities (formal or informal) to develop their interpersonal skills at work.
Strongly Agree 1 2 3 4 5 Strongly Disagree

12. I regularly discuss with my team how we can all work better together.
Strongly Agree 1 2 3 4 5 Strongly Disagree
13. I regularly verbalize my appreciation to employees for their individual tasks and efforts at work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
14. I regularly recognize the successes and achievements of my team.
Strongly Agree 1 2 3 4 5 Strongly Disagree
15. I regularly demonstrate genuine appreciation to individual employees for the specific work they do.
Strongly Agree 1 2 3 4 5 Strongly Disagree

Social Intelligence

1. I refer employees experiencing mental health issues to appropriate resources in the organization and/or community.
Strongly Agree 1 2 3 4 5 Strongly Disagree
2. I support 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. I am comfortable when employees share their emotional or personal concerns with me.
Strongly Agree 1 2 3 4 5 Strongly Disagree
4. I'm effective at dealing with workers' emotional reactions even when I have high work stress.
Strongly Agree 1 2 3 4 5 Strongly Disagree
5. Employees can easily access me if they need someone to listen.
Strongly Agree 1 2 3 4 5 Strongly Disagree
6. I keep my team motivated and positive, even when stress or tensions are high.
Strongly Agree 1 2 3 4 5 Strongly Disagree
7. I take active steps to create a work environment that is free of stigma and discrimination.
Strongly Agree 1 2 3 4 5 Strongly Disagree
8. I actively strive to facilitate respectful and non-judgmental discussions about mental health in the workplace.
Strongly Agree 1 2 3 4 5 Strongly Disagree
9. I encourage 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, I remain positive in my language and attitude with my employees.

Strongly Agree 1 2 3 4 5 Strongly Disagree

11. I motivate all of my employees to do their best work and achieve their job goals.

Strongly Agree 1 2 3 4 5 Strongly Disagree

12. I help each employee foster a sense of purpose and meaning in their work.

Strongly Agree 1 2 3 4 5 Strongly Disagree

13. During times of high work demands, I work even harder at keeping my employees motivated and engaged.

Strongly Agree 1 2 3 4 5 Strongly Disagree

14. I notice when an employee is disengaged, and I try to help resolve the challenges they are facing.

Strongly Agree 1 2 3 4 5 Strongly Disagree

15. I facilitate development of interpersonal skills, in addition to the development of technical job skills.

Strongly Agree 1 2 3 4 5 Strongly Disagree

16. I find opportunities for employees to utilize their personal strengths at work.

Strongly Agree 1 2 3 4 5 Strongly Disagree

17. I have a strong understanding of what makes each of my employees feel appreciated for their efforts.

Strongly Agree 1 2 3 4 5 Strongly Disagree

18. I recognize efforts and successes in ways that are meaningful to each particular employee.

Strongly Agree 1 2 3 4 5 Strongly Disagree

19. I do not allow my stress and frustration to impact others at work.

Strongly Agree 1 2 3 4 5 Strongly Disagree

Problem-Solving & Conflict Management

1. I ensure our team interactions remain respectful for all, regardless of current workplace demands and stressors.

Strongly Agree 1 2 3 4 5 Strongly Disagree

2. I ensure that all team members demonstrate civility in their workplace interactions.

Strongly Agree 1 2 3 4 5 Strongly Disagree

3. I effectively resolve workplace conflict in a way that preserves the respect and dignity of all participants.

Strongly Agree 1 2 3 4 5 Strongly Disagree

4. I hold members of my team accountable for every instance of inappropriate workplace conduct.
Strongly Agree 1 2 3 4 5 Strongly Disagree
5. I actively solicit input from workers on potential solutions to work-related challenges and issues.
Strongly Agree 1 2 3 4 5 Strongly Disagree
6. Where possible, I consult with employees on potential decisions and changes that may affect their work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
7. Where possible, I provide employees flexibility over how they achieve their agreed-upon work outcomes.
Strongly Agree 1 2 3 4 5 Strongly Disagree
8. As soon as possible, I inform employees in a clear and positive manner of changes outside of my control that may impact how their work is done.
Strongly Agree 1 2 3 4 5 Strongly Disagree
9. I actively involve employees in discussions about how they can best achieve their work objectives.
Strongly Agree 1 2 3 4 5 Strongly Disagree
10. I help my employees manage their workload demands.
Strongly Agree 1 2 3 4 5 Strongly Disagree
11. My employees feel comfortable talking to me when they are having challenges completing their tasks within their defined work hours.
Strongly Agree 1 2 3 4 5 Strongly Disagree
12. I monitor my team's workload demands on an ongoing basis, and make adjustments as needed.
Strongly Agree 1 2 3 4 5 Strongly Disagree
13. When demands are high, I work with employees to prioritize tasks and responsibilities.
Strongly Agree 1 2 3 4 5 Strongly Disagree
14. My staff would come to me if they needed help prioritizing job tasks.
Strongly Agree 1 2 3 4 5 Strongly Disagree
15. I ensure that employees have the skills and resources they need to meet the psychological and emotional demands of their job.
Strongly Agree 1 2 3 4 5 Strongly Disagree
16. All my employees would agree that I fairly and promptly resolve workplace issues and disagreements.
Strongly Agree 1 2 3 4 5 Strongly Disagree

Safety & Security

1. I ensure the mental and emotional effort required by my employees to do their work is reasonable.
Strongly Agree 1 2 3 4 5 Strongly Disagree
2. I require employees to take their entitled breaks and time off (e.g., lunchtime, breaks, vacation time).
Strongly Agree 1 2 3 4 5 Strongly Disagree
3. My employees know that I support and encourage them to maintain a healthy work-life balance.
Strongly Agree 1 2 3 4 5 Strongly Disagree
4. When an employee expresses a conflict between work and personal demands, they trust me to support them in finding an effective solution.
Strongly Agree 1 2 3 4 5 Strongly Disagree
5. I model a healthy work-life balance in what I say and do.
Strongly Agree 1 2 3 4 5 Strongly Disagree
6. I respond in an effective and timely manner to any potential risks to employee psychological safety.
Strongly Agree 1 2 3 4 5 Strongly Disagree
7. I effectively support employees during times of crisis at work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
8. I recognize and address the psychological impact of workplace bullying, harassment, or unresolved conflict on all workers.
Strongly Agree 1 2 3 4 5 Strongly Disagree
9. I effectively address and resolve situations that may threaten or harm employee psychological health or safety (e.g., harassment, discrimination, violence).
Strongly Agree 1 2 3 4 5 Strongly Disagree
10. My employees feel comfortable speaking up about risks to their psychological safety at work.
Strongly Agree 1 2 3 4 5 Strongly Disagree
11. I respond in an effective and timely manner to any potential risks to employee physical safety.
Strongly Agree 1 2 3 4 5 Strongly Disagree
12. I ensure employees have the resources, knowledge, and skills needed to do their 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. I respond promptly and appropriately to a worker raising a concern about physical safety.
Strongly Agree 1 2 3 4 5 Strongly Disagree

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

Strongly Agree 1 2 3 4 5 Strongly Disagree

15. My employees feel comfortable speaking up about risks to their physical safety at work.

Strongly Agree 1 2 3 4 5 Strongly Disagree