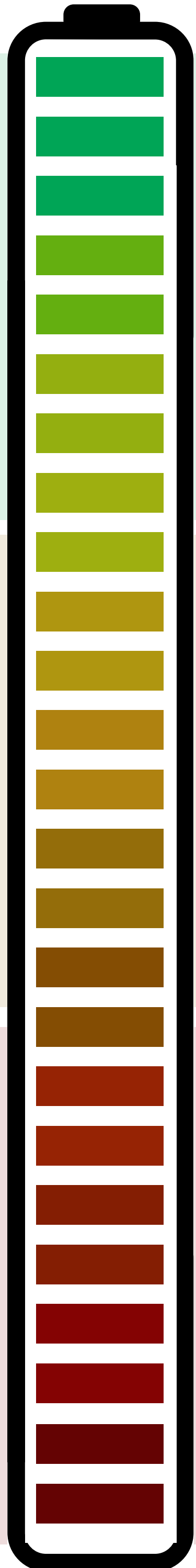


WORKPLACE PSYCHOLOGICAL SAFETY ASSESSMENT

PSYCHOLOGICAL SAFETY



Be **mindful** of what you do daily to create a psychologically safe workplace.

- Example: Allow others to speak without interruption.

Be an **advocate** and remind others that how they act matters.

- Example: If a trusted peer is short-tempered, use this as a teachable moment to ask if they are aware of how their behaviour could be received and what their intentions are.

Ask questions in a meeting to inquire if peers pay attention to their roles in creating a **psychologically safe workplace..**

- Example: Ask others to share their points of view.

Reflect on how your behaviours could **negatively** impact others' experience and chargers.

- Example: Do I care how others feel?

Demonstrate you **care** by being accountable for your mistakes.

- Example: Acknowledge your mistakes, apologize when appropriate, and be open to feedback.

Be **mindful** of others' experiences.

- Example: With a trusted peer or a mental health professional who can help you brainstorm, discuss your options for helping others feel safe in the workplace.

Reflect on why you may be making a **low contribution** to psychological safety in your workplace.

- Example: A trauma or other experience can put you into a protective mode, focused on survival.

Consider if conflict or fatigue is **draining** your battery and making it hard to care about others.

- Example: Energy is required to be caring of others. Discovering what may be draining you and getting support can help resolve your situation.

Identify your workplace **priorities**. Being psychologically safe and caring about others starts with making this a priority.

- Example: Prioritize others' experiences and your influence. Be clear of your behaviours' impact on others' mental health and yours.

To maximize the benefits of these infographics, watch the accompanying video