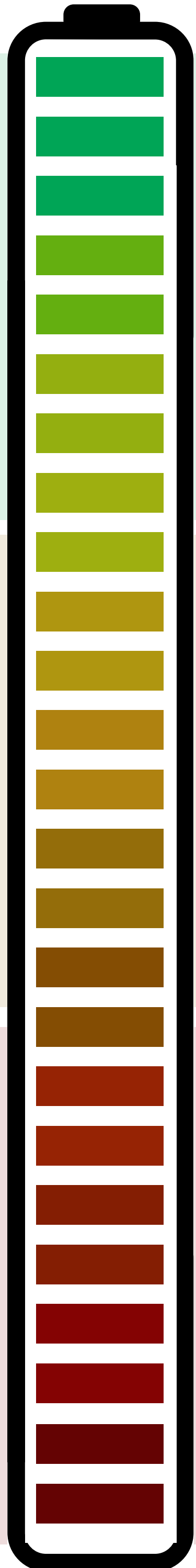


WORKPLACE PSYCHOLOGICAL SAFETY ASSESSMENT

ORGANIZATIONAL CHARGES & DRAINS



Reflect on what happens in your workplace daily that you find the most **charging** and why. Be specific.

- Example: Feeling valued, enjoying safe interactions with leaders and peers, helping a peer solve a problem.

Write in your **journal** what charges your battery like getting your job done well.

- Example: This can help remind you daily what you are doing that charges you at work and home.

Engage others to **discover** what they find most charging. This can help them focus on what is good.

- Example: Share your chargers and why, and help others discover their chargers

Make time each day, if just 10 minutes, to **recharge** – like plugging in a phone.

- Example: Avoid responding to emails or calls over lunch. Enjoy your lunch and a bit of music.

Talk to trusted peers and managers to explore ideas to reduce your **drains** at work. Learn how to fully unplug from work.

- Example: Set clear boundaries and when and how to say “no.”

List three activities that make you **feel good** and charge your battery. Plan how you can fit in at least one every day. Start small with just 10 minutes.

- Example: Spending time with friends, playing a sport, reading/writing, enjoying a hobby.

Consider doing a **reset**. One option is to have an honest conversation with your direct leader if you feel safe sharing your drains and how you feel.

- Example: Deal with your drains to lower your risk of increased sick time or illness.

Consider meeting with a **mental health professional** (e.g., EFAP) to explore your options and how feeling overwhelmed and drained is impacting you.

- Example: Fatigue and frustration can negatively impact home life, so be proactive.

Explore all your employer’s mental health **prevention and support** programs that may help you develop new coping skills.

- Example: Mental fitness or resiliency training.

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