

Walk the Talk: Implementing Psychological Safety in the Workplace

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Workplace Safety & Prevention Services (WSPS)

wspss.ca

Workplace Safety & Prevention Services

Largest Health & Safety Association in Ontario representing 165,000 firms across the agricultural, industrial/manufacturing and service sectors.



Equipping Farmers for Mental Wellness



Capsule Video Series



Consulting Services

Health & Safety Consulting Services tailored to you

SAFE SMALL BUSINESSES

Small Business Advisory Service



Prevention / Consulting / Training / Expertise / Insight

What is Psychologically Safety in the Workplace?

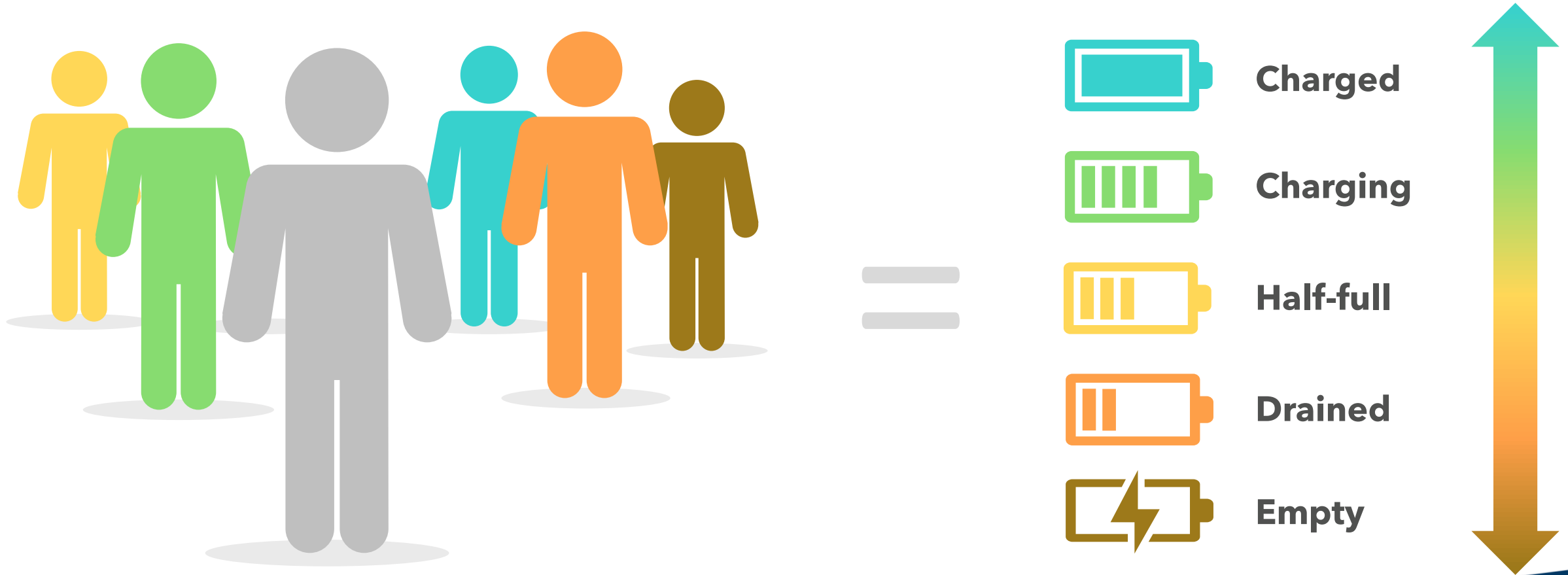
“Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.”

Amy Edmondson

HARVARD BUSINESS SCHOOL PROFESSOR



Why Is It Important to Create a Psychologically Safe Workplace?



Trust & Connections

- Provides Safety
- Increases Positivity & Engagement
- Develops Teamwork
- Maintains Retention
- Creates Motivation



Compassion

- Increases Perseverance
- Builds Empathy
- Strengthens Acceptance
- Shifts Attitudes



Empowering Autonomy

- Offering Choice
- Giving Control
- Setting Expectations
- Providing Resources



[Retrieved on May 16, 2023](#)

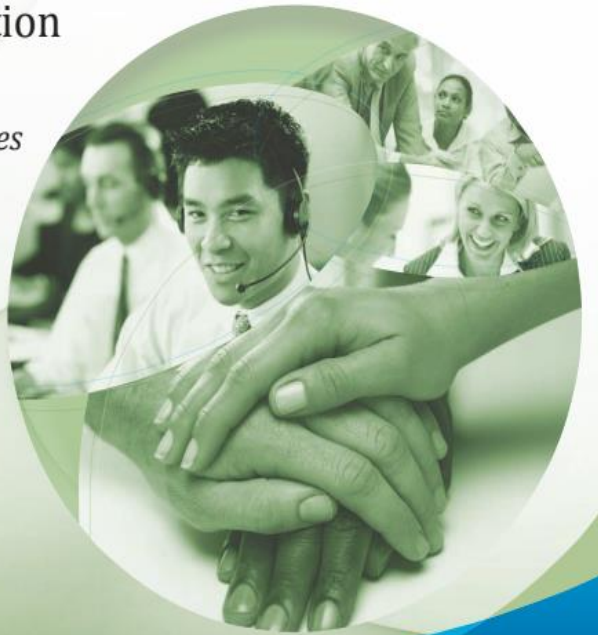
CAN/CSA-Z1003-13/BNQ 9700-803/2013
National Standard of Canada

Psychological health and safety in the workplace —

Prevention, promotion, and guidance
to staged implementation

Disponible en français

*Santé et sécurité psychologiques
en milieu de travail —
Prévention, promotion et lignes
directrices pour une mise en
œuvre par étapes*



National Standard of Canada for *Psychological Health and Safety in the Workplace*

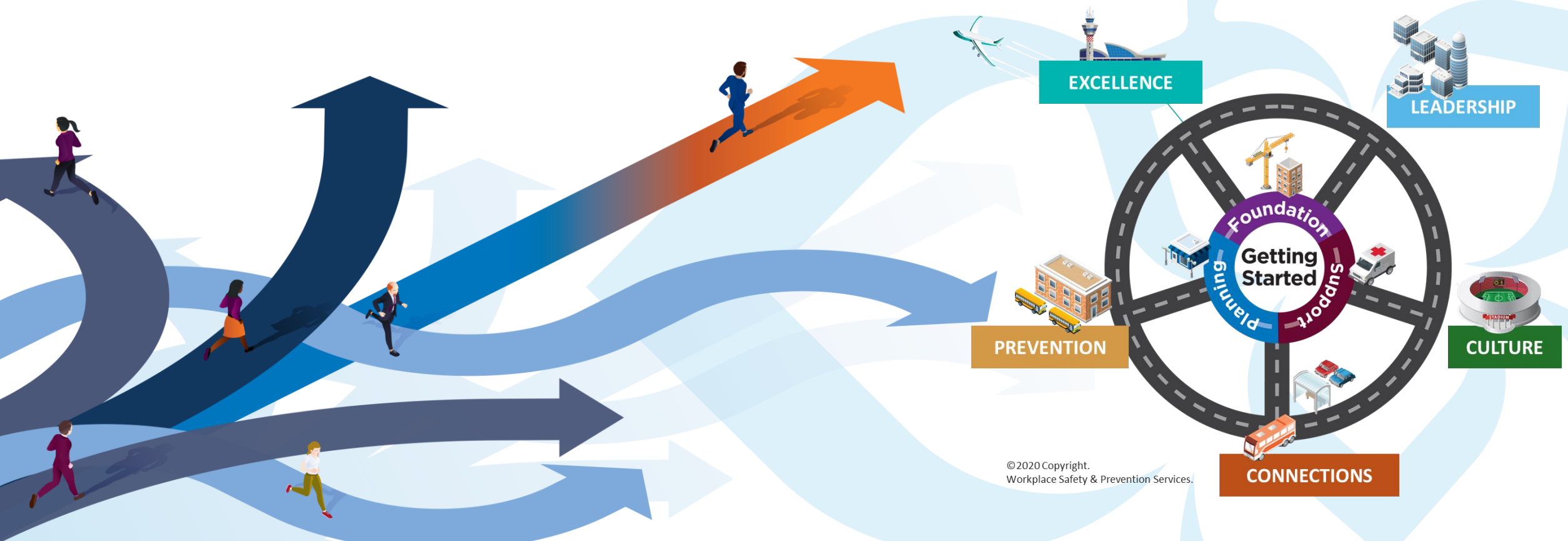
- Free
- Downloadable
- Worldwide Recognition

[Psychological Health and Safety in the Workplace](#)
[CSA Group](#)

13+ Psychological Workplace Factors



Mental Harm Prevention Roadmap



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Workplace Safety & Prevention Services.

Roadmap to Mental Harm Prevention: A Journey Towards Implementing Workplace Psychological Safety



[WSPS Mental
Harm Prevention
Roadmap - Jump
Start Guide](#)

En collaboration avec :



Psychological Safety: A ROADMAP

GETTING STARTED

- Foundation
- Support
- Planning

GAINING MOMENTUM

- Leadership
- Culture
- Connections
- Prevention

RAISING THE BAR

- Excellence



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Mental Harm Prevention Roadmap: 8 Building Blocks



Getting Started

Building Block 1:
Foundation

Building Block 2:
Support

Building Block 3:
Planning

Gaining Momentum

Building Block 4:
Leadership

Building Block 5:
Culture

Building Block 6:
Connections

Building Block 7:
Prevention

Raising the Bar

Building Block 8:
Excellence

Each building block helps developing a solid **action plan** to implement a psychologically safe workplace.

Mental Harm Prevention Roadmap

LEVEL 1: Getting Started

Building Block 1: Foundation

Establish organizational readiness, a budget, resources and senior leadership buy-in.



Create Action Plan

Building Block 2: Support

See what support currently exists to promote mental health and prevent mental harm.



Create Action Plan

Building Block 3: Planning

Decide what actions you will take to create workplace mental health programs and policies.



Create Action Plan



Each building block helps you to develop a solid **action plan** to create a psychologically safe work environment.

Mental Harm Prevention Roadmap

LEVEL 2: Gaining Momentum

Building Block 4: Leadership

Define organizational expectations and behaviours for managers and employees, and look at the well-being of leaders.



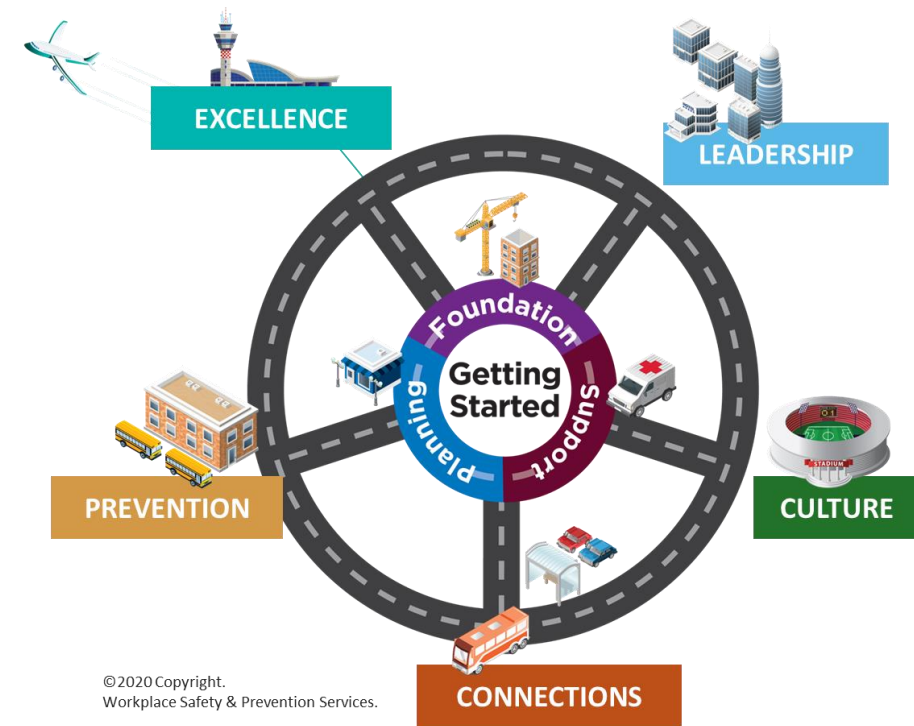
Create Action Plan

Building Block 5: Culture

Identify specific actions that can help shape a positive workplace culture and promote respect, civility, teamwork and more.



Create Action Plan



Mental Harm Prevention Roadmap

LEVEL 2: Gaining Momentum

Building Block 6: Connections

Help employees connect with one another, build inclusive communities and reduce the risk of perceived isolation and loneliness.



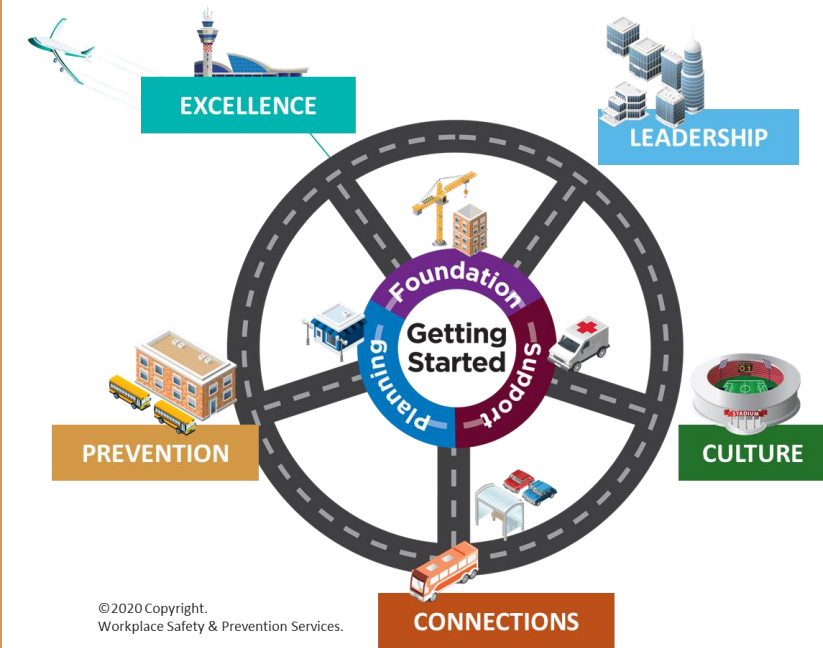
Create Action Plan

Building Block 7: Prevention

Take action to proactively reduce the risk of workplace mental harm, and promote mental health.



Create Action Plan



Mental Harm Prevention Roadmap

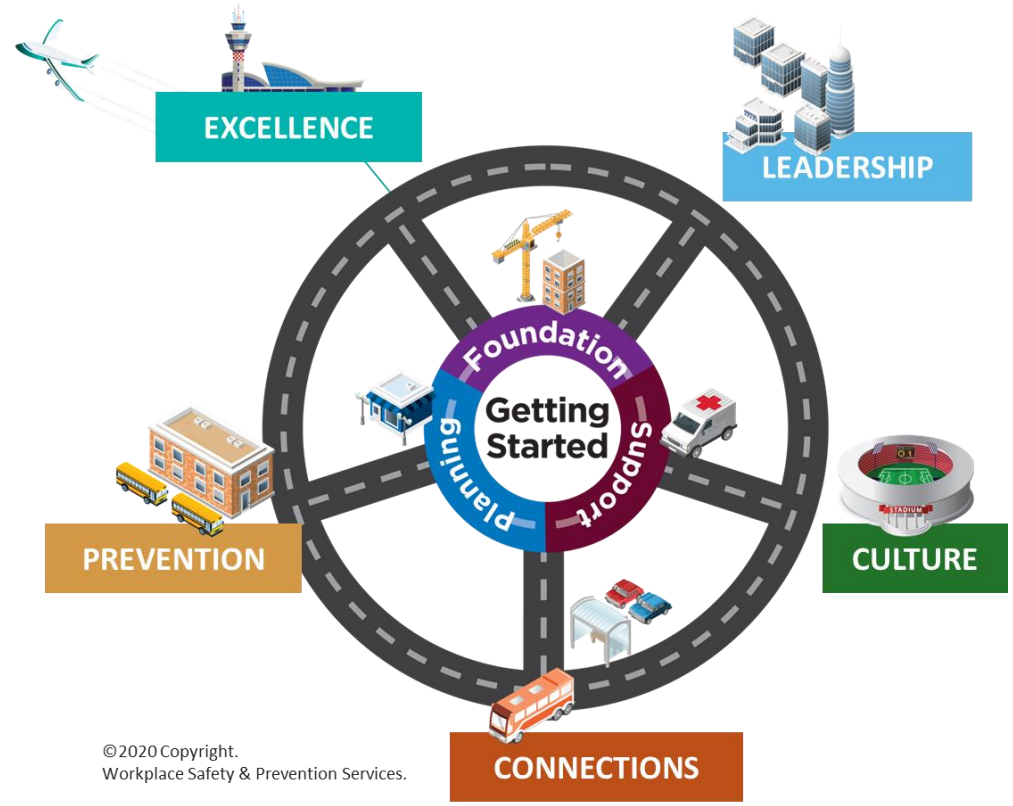
LEVEL 3: Raising the Bar

Building Block 8: Excellence

Define how you'll implement, sustain and continually improve a psychological health and safety management system (PHSMS), aligned with *The National Standard*.



Create Action Plan




Start Your Journey - Register to Access WSPS Roadmap Free Website

WSPS Roadmap **Login/Register** French Resources Corporate Site [↗](#)

WSPS Roadmap **Begin Here** Assessment Roadmap Dashboard 13+ Workplace Factors Toolkits

Start Your Journey

1. **Your Account** 2. Verify Email 3. Company Profile 4. Where to Begin



Register

By creating an account you will be able to take assessments, create action plans, monitor your progress and access additional resources.

If you have a WSPS account, you will need to create a new account for the Roadmap using your same email.

First Name *

Last Name *

Login

Email

Password

Remember me

Sign in

[Forgot Password?](#)

Register to create your customized action plan!

[https://
mentalhealthroadmap.
wsps.ca/](https://mentalhealthroadmap.wsps.ca/)

WSPS Roadmap Dashboard

WSPS Roadmap

Begin Here

Assessment

Roadmap

Dashboard

13+ Workplace Factors Toolkits

Your Action Plan

Print Your Action Plan

Foundation

Goal

Ensure employees are made aware of Psychological Health and Safety Program - Particularly Burnout Prevention Support

Objectives

Elaborate a Burnout Prevention Specific Support Program

Socialize the program to employees

Customize the program to managers

Activity

Evaluation

Resources

Accountability

Start

End

Status

French Mental Health Resources



about 1 year ago

Superviser des employés à distance? Obtenez sept conseils pour renforcer votre efficacité

Une nouvelle étude montre que les superviseurs font globalement un bon travail de gestion des personnes qui travaillent à distance, mais qu'il reste des progrès à faire dans quatre domaines clés.

[Read Article](#)



Utilisez le Mental Fitness Index (MFI) pour prendre des décisions fondées sur des données probantes afin de répondre aux besoins de vos employés

Commencez

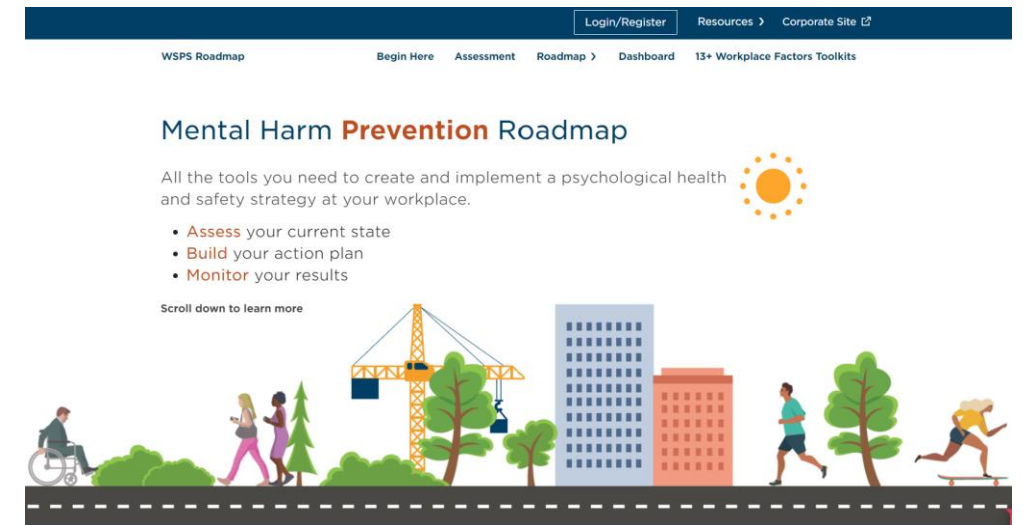
Key Takeaways

To Create and Implement Your Psychological Health & Safety Strategy

Mental Harm **Prevention** Roadmap Website

- Free Online Tool
- Based on Canada's National Standard
- Comprehensive
- Confidential
- Evidence-based resources

[Mentalhealthroadmap.wsps.ca](https://www.mentalhealthroadmap.wsps.ca)





REFLECTION

What is one thing
you will do
to promote
psychological safety ?



Questions



For all your health and safety solutions, contact:

Workplace Safety & Prevention Services

1 877 494 WSPS (9777)

WSPS.CA

CONNECT
WITH US



Thank you!

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