



# **PSYCHOLOGICAL HEALTH & SAFETY IN THE WORKPLACE**

**MATT MACDONALD**  
**OHS EDUCATION CONSULTANT**

**How many people would like  
their employer to do more for  
mental health?**



# Canadian Statistics

---

- ❖ **In any given year, 1 in 5 people in Canada experience a mental health problem or illness**
- ❖ **This week at least 500,000 Canadians will miss work due to mental health problem or illness**



# Questions for You

---

- ❖ **Who gets their work email on a device at home?**
- ❖ **Who sleeps in a room with that very same device?**
- ❖ **Who sometimes works evenings or weekends?**
- ❖ **Who sometimes wakes up in the night and sometimes thinks about work?**



**“8 hours would be fine if you had a live in personal assistant/chef/housekeeper”**



$$8+8+8=24\text{hrs}$$

# Psychological Health Matters


---

- ❖ **While the workplace is not always part of the problem, it can choose to be part of the solution!**
- ❖ **We are all going through something**

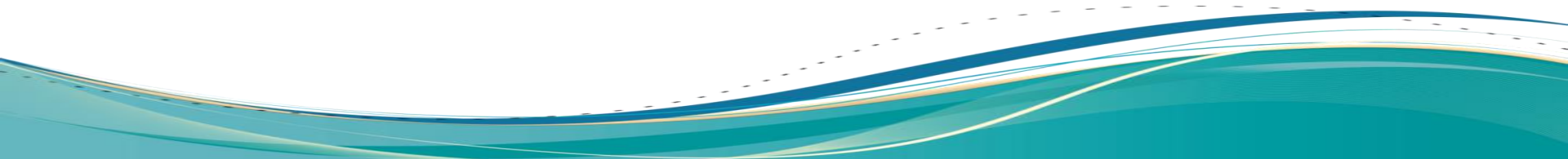


# Psychological Health Matters

---

- ❖ **Worker health plays a direct role in the overall success of an organization.**
  - ❖ **Having good health in the workplace lowers the risk of workplace injuries and accidents.**
- 

# **13 Factors of Psychological Health & Safety in the Workplace**



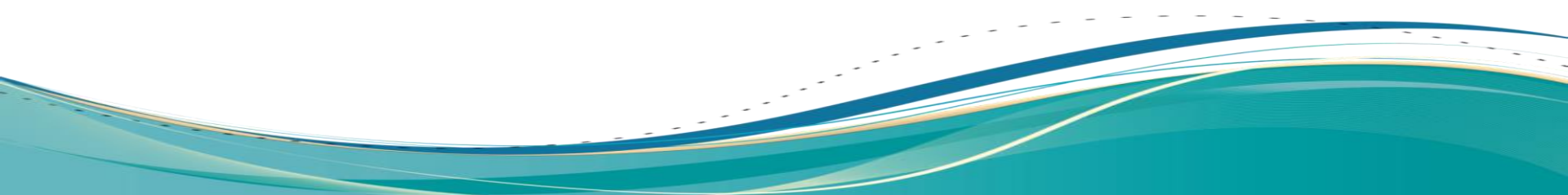




**1. Protection of Physical Safety**

**2. Psychological Protection**

**3. Organizational Culture**



# Protection of Physical Safety - Defined

---

**Management takes appropriate action to protect all employees against injury and illness and ensures they have what they need to do their jobs safely.**



# Case Study - Tammy



# Protection of Physical Safety

---

**1. What does a physically safe workplace look like?**

**What is considered appropriate action?**

**2. How can employers make sure their employees feel protected from physical harm?**



# Protection of Physical Safety

---


**3. What should have been done to protect Tammy from physical harms associated with this job?**

A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of blue and teal, with a dashed white line above them, creating a sense of motion and depth.

# Psychological Protection - Defined

---

**Workers feel able to put themselves on the line, ask questions, seek feedback, report mistakes and problems or propose a new idea without fearing negative consequences to themselves, their job, or their career.**

A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of blue and teal, with a dashed white line above them, creating a sense of movement and depth.

# Case Study - Tom


---





# Psychological Protection

---

- 1. What does your employer do to support psychological safety in the workplace? Are they doing enough? If, not what would you like to see improved?**
  - 2. What would a psychologically healthy and safe workplace look like? What can we do?**
- 

# Psychological Protection


---

**3. What could Tom's workplace do to make sure he feels psychologically protected?**




# Unsafe Psychological Workplace

---

- **Backbiting**
  - **Unsafe to Challenge**
  - **Unsafe to be Authentic**
  - **No risk taking (no difference of opinion)**
  - **Fear driven**
  - **Low Trust**
  - **Blame Culture**
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of teal and blue, with a dashed white line above them, creating a sense of movement and depth.

# Psychological Protection – What can we do?

---

- **Speak up when you witness violent, aggressive, or inappropriate behaviors or actions.**
  - **Don't speak negatively about colleagues when they are not present.**
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of blue and teal, creating a sense of movement and depth.

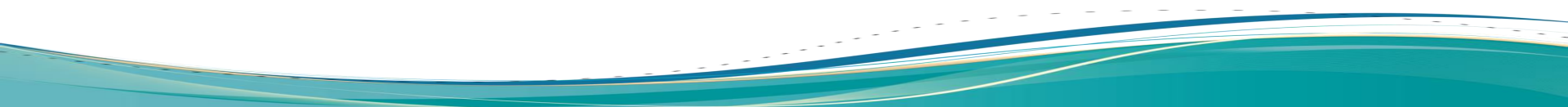
# Organizational Culture

---

- **The degree to which a work culture is characterized by trust, honesty, and fairness.**

# Organizational Culture

---

- **People are satisfied with the work they do.**
  - **There is great morale and teamwork.**
  - **You feel supported.**
  - **People want to work and stay.**
  - **People in the community feel it's a good place to work.**
- 

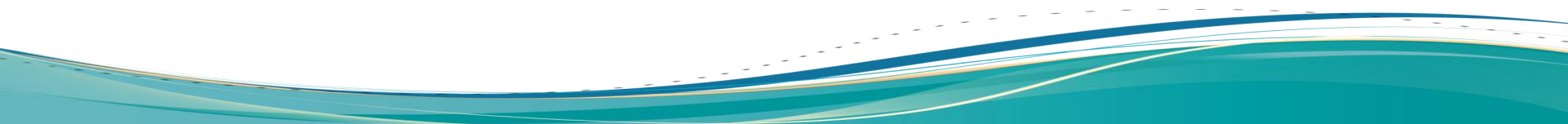
# Organizational Culture – Case Study

---



# Organizational Culture


---

- **What is it like to work where you work?**
  - **What can be done to build a Positive Organizational Culture at Tina's workplace?**
  - **How can you contribute on an individual level? What can you do at your workplace?**
- 




# What does a positive organizational culture look like?

---

- **People are satisfied with the work they do**
  - **There is great morale and teamwork**
  - **You feel supported**
  - **People want to work and stay**
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of blue and teal, creating a sense of movement and depth.


# Things You Can Do: Building a Positive Organizational Culture

---

- **Develop a workplace wellness program**
  - **Teambuilding activities**
  - **Take breaks and connect with your coworkers**
  - **Managers can start a mentorship program between emerging and more experienced leaders**
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of blue and teal, creating a sense of movement and depth.

# KISS Principle!

---

- ❖ **As an employer all you need is to give your employees permission to speak safely and be prepared to listen!**
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of teal and blue, with a dashed white line above them, creating a sense of movement and depth.

# Questions?

---

For any additional information, please feel free to contact me at

[matthewamacdonald@wcb.pe.ca](mailto:matthewamacdonald@wcb.pe.ca)



**Matt MacDonald MEd**  
OHS Education Consultant,  
Occupational Health & Safety Division