

Psychological Health and Safety Segmented Report

Organization : Your Organization

Survey Name: Survey Example

Survey close date: 2023-01-25 15:49:05

Survey creation date: 2023-01-12 11:37:32

Table of Contents

Survey Results

[Overview](#)

[Report segmentation](#)

[Psychosocial Factor Summary](#)

[Psychosocial Factors by Statement](#)

[Workplace Indicators of Inclusion](#)

[Workplace Indicators of Stress or Trauma](#)

[Psychosocial Hazards](#)

Appendix

[Organization Information](#)

[Demographic Results](#)

Next Steps

Survey Results

Overview

This report shows the combined scores for all survey statements by psychosocial factor and hazard. Results by individual statement allow for more targeted analysis of employee concerns. Specific statements are grouped together to provide indicators of workplace inclusion and workplace stress or trauma.

This report provides you with valuable information based on your employees' perceptions. To help you decide where to begin on your journey of improving psychological health and safety, we recommend you use the free [Psychological health and safety change process](#) to think critically about which actions will best meet your goals.

Critical next steps in this process are to:

- [interpret your results](#)
- [engage your employees](#) in discussions to understand the cause of their concerns
- [develop potential solutions](#) for creating reasonable and sustainable changes.

Report Segmentation

Any segmentation option with less than 10 responses, will not show up on its own in a segmented report. This safeguard exists to protect employee confidentiality by reducing the chance that responses can be tracked to specific individuals.

If you chose multiple segmentation criteria for your segmented report from one question that has 10 responses in total, you can get a combined result for those answers. For example, if you chose 3 locations, even if one of those locations has only one response, those results will combine with the other locations if there is a total of 10 overall. This way you won't see how the individual responded, but you can see how those in the combined group responded.

Individuals who identified in more than one of the segments that you choose will have their responses counted only once in the segmented report results.

To get more specific results, you can choose just one segmentation criteria where there are 10 or more respondents.

For more information read [Guarding Minds – Demographic questions](#).

Are you a member of a union?

Percentage of total employee respondents (n=10)

Yes	100.0%
-----	--------

Which of the following best describes your current employment status?

Percentage of total employee respondents (n=10)

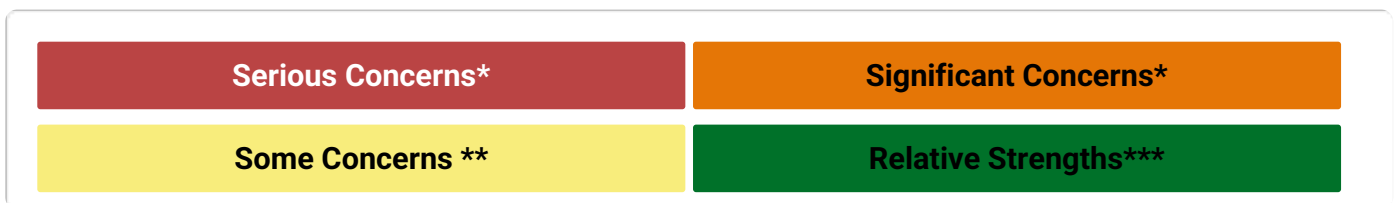
Full-time permanent (30 or more hours per week) - including if on leave, such as parental, educational or disability	80.0%
Part-time permanent (less than 30 hours per week) - including if on leave, such as parental, educational or disability	20.0%

Psychosocial Factor Summary

The Psychosocial Factor Summary combines the responses for all statements for each factor for a general overview. However, it should be noted that when data is combined in this way, there's a risk that some important information may be missed. For example, if one employee is facing discrimination, this could be a human rights concern, even if there is an overall positive result from the rest of the survey sample group.

This is why it's important to review Psychosocial Factors by Statement as well. The individual statements help you identify issues with more specificity to help you choose actions to address and improve psychological health and safety at work.

Although Serious, Significant and Some Concerns provide opportunity for improvement, remember to also acknowledge and celebrate identified Relative Strengths.

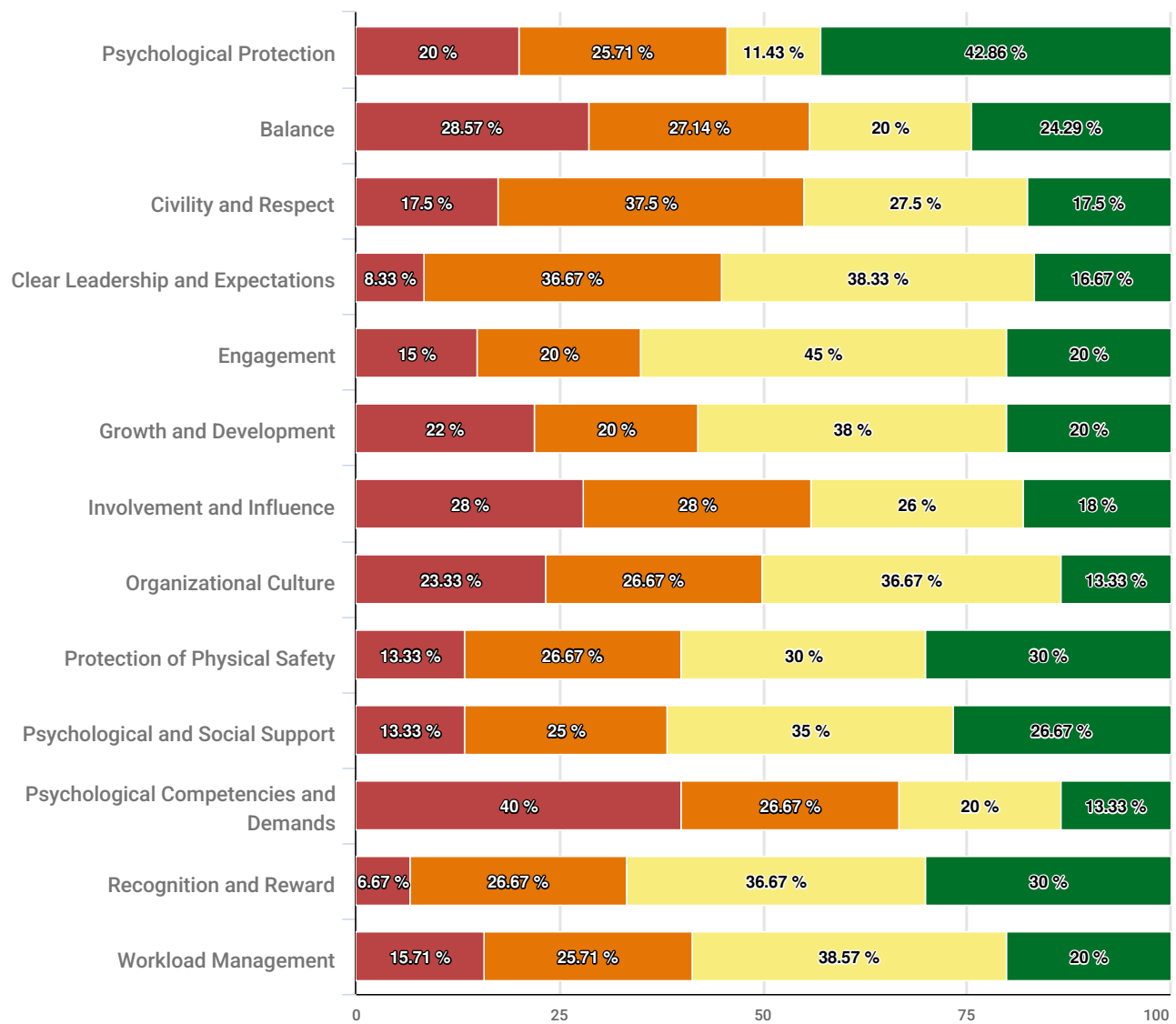


* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.



Evidence-based actions for psychological health and safety are based on research or practice that can improve each psychosocial factor. In most case, free resources are provided to help you move forward with or without additional funding.

Psychosocial Factors by Statement

Each factor is broken down by the results of individual survey statements to help you understand and respond to specific challenges and strengths. When you are ready to determine which actions your organization will prioritize, many resources are available to help you with action planning.

Note: The Organization Team Prediction reflects the results of the Organizational Review, where a leadership team reviewed organizational data and information to estimate an average response.

Psychological Protection is listed first. This factor's statements may be linked to legal and health risks and could be a high priority for action planning to address any issues. Any number of Serious Concerns in this area merit consideration for review and change.

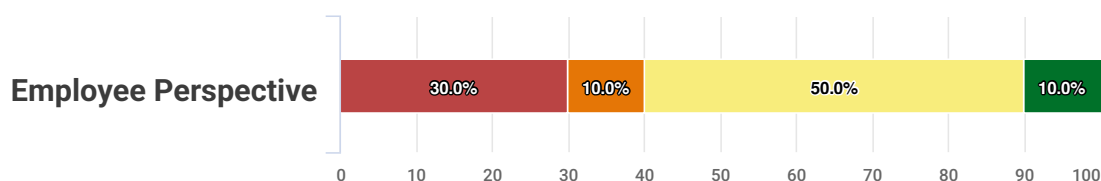
In a work environment with adequate psychological protection, employees are free from bullying, harassment, stigma and discrimination.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My employer makes efforts to prevent harm to employees from discrimination.

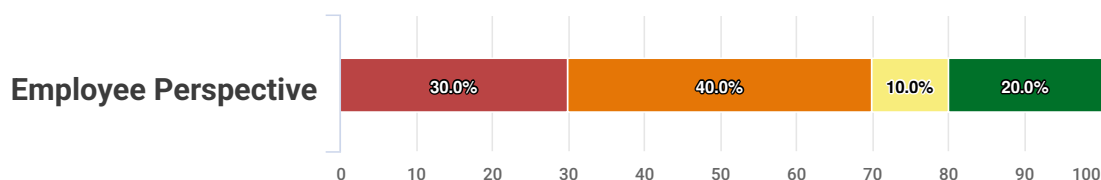
Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Some Concerns

2. It is safe to speak up at work.

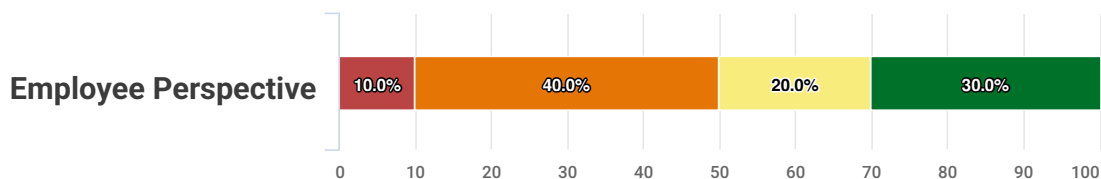


Organization Team Prediction:

Some Concerns

3. My employer makes efforts to prevent harm to employees from bullying.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.

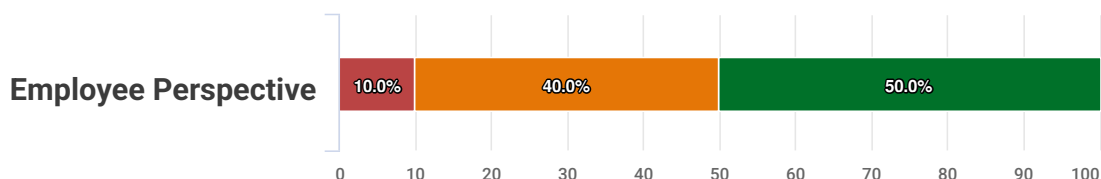


Organization Team Prediction:

Significant Concerns

4. I am currently being treated unfairly at work because I have a mental illness.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

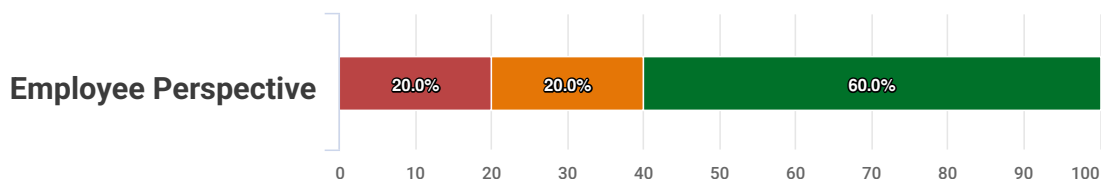


Organization Team Prediction:

Relative Strengths

5. I am currently being bullied at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

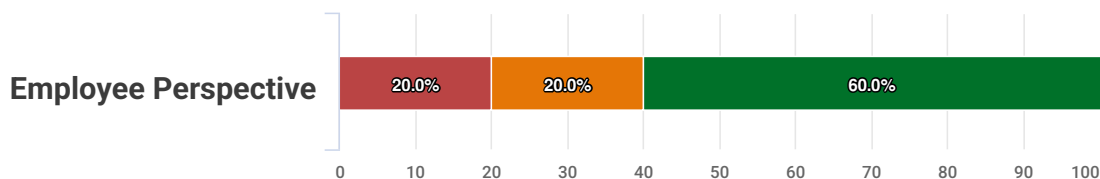


Organization Team Prediction:

Relative Strengths

6. I am currently being harassed (verbally, physically, or sexually) at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

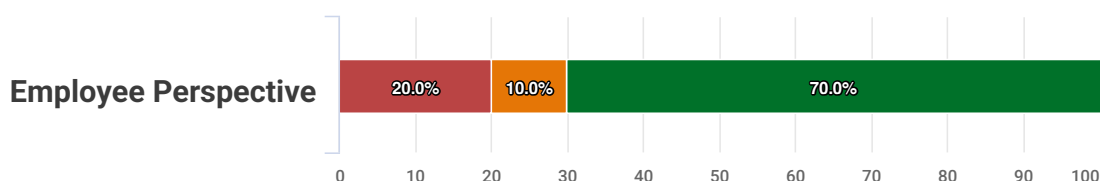


Organization Team Prediction:

Significant Concerns

7. I am currently experiencing discrimination at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

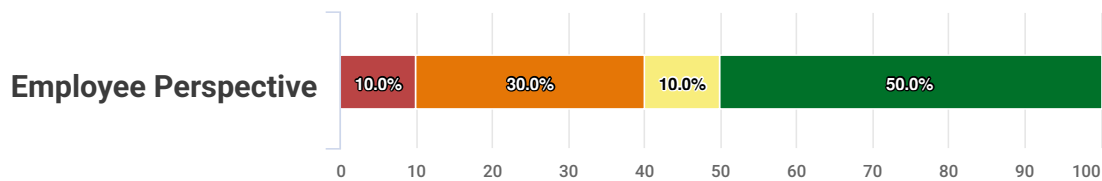
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive balance, employees are supported to manage the demands of work, family and personal life.

Review [evidence-based actions and responses](#) for this factor.

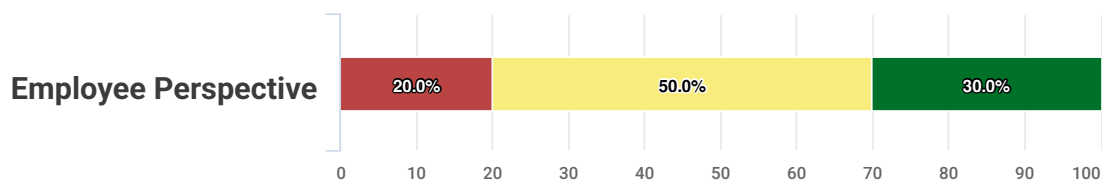
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My employer encourages me to take my entitled breaks.



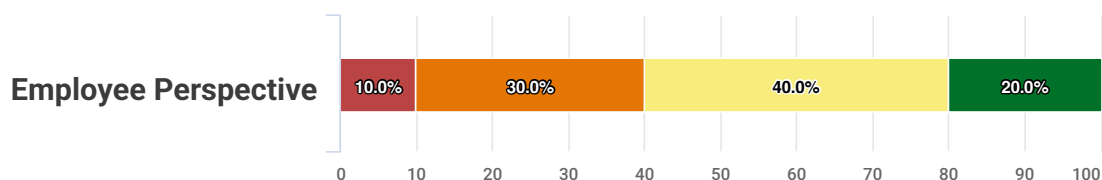
Organization Team Prediction: **Some Concerns**

2. I am able to reasonably balance the demands of work and personal life.



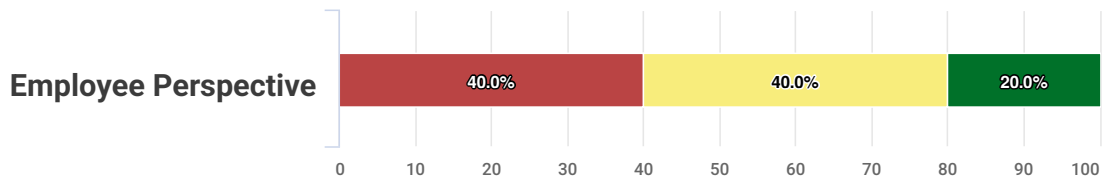
Organization Team Prediction: **Significant Concerns**

3. My employer promotes work-life balance.



Organization Team Prediction: **Some Concerns**

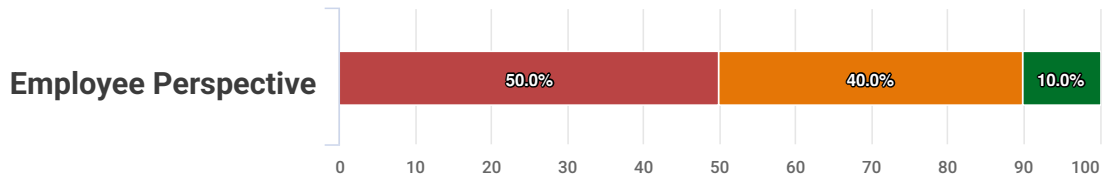
4. I can talk to my supervisor when I am having trouble maintaining work-life balance.



Organization Team Prediction:

Relative Strengths

5. I feel supported at work when I am dealing with personal issues.

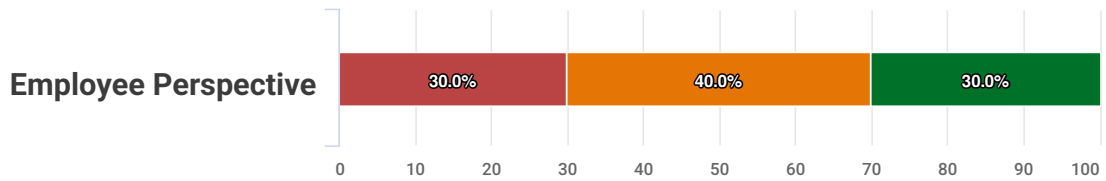


Organization Team Prediction:

Relative Strengths

6. I feel burned out in my job.

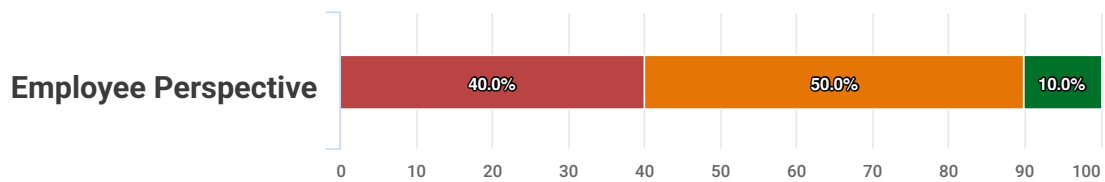
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Significant Concerns

7. My home life suffers because of my work.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

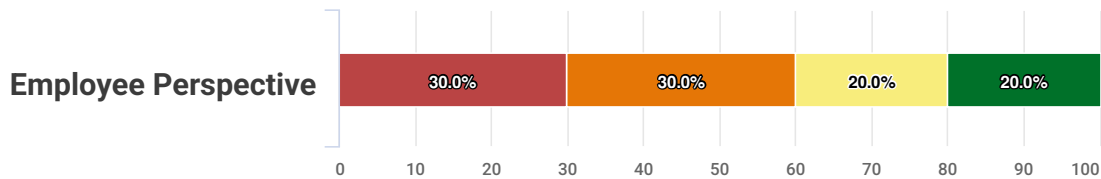
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with civility and respect, all stakeholders are considerate and fair in their interactions with each other.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

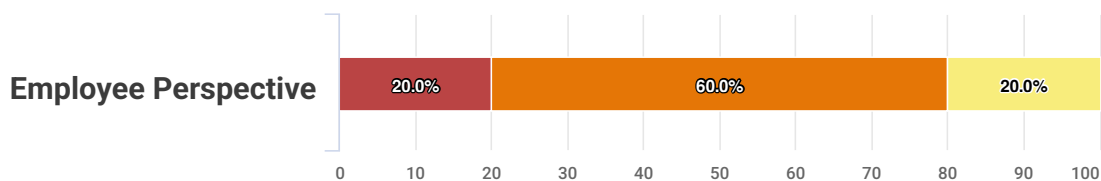
1. People treat each other with respect at work.



Organization Team Prediction:

Significant Concerns

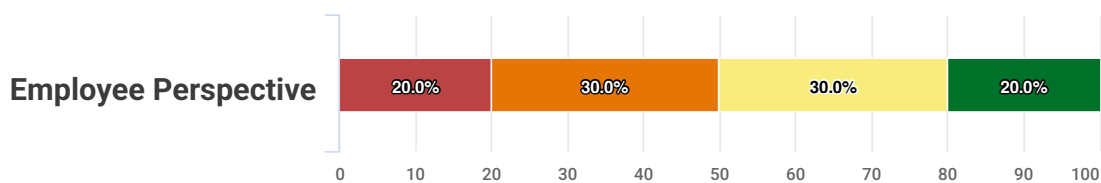
2. My workplace effectively handles conflict among employees.



Organization Team Prediction:

Serious Concerns

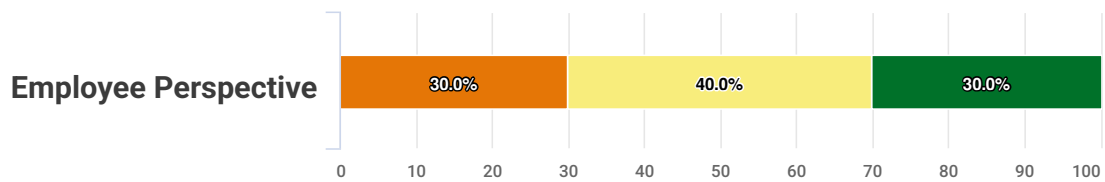
3. People from all backgrounds are treated fairly in my workplace.



Organization Team Prediction:

Relative Strengths

4. My workplace has effective ways of addressing inappropriate behaviour from the people we serve.



Organization Team Prediction:

Some Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

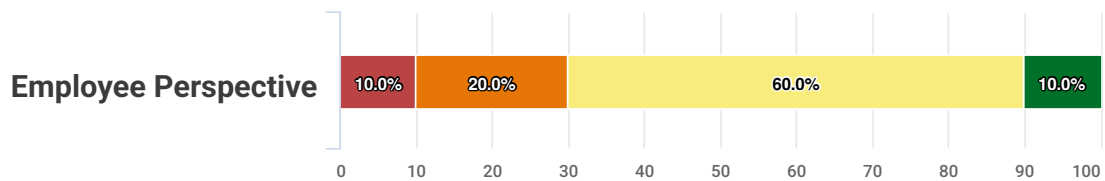
Clear Leadership and Expectations

In a work environment with clear leadership and expectations, employees know what they need to do, have confidence in their leaders and understand impending changes.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

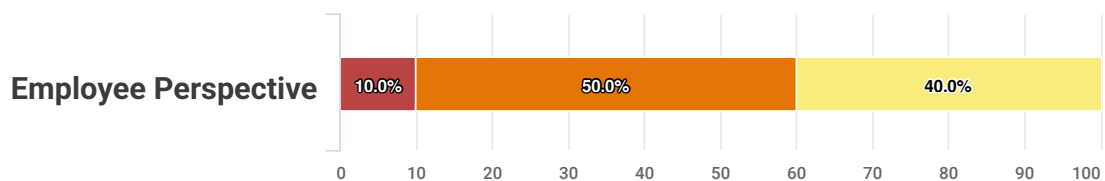
1. I know what I am expected to do in my job.



Organization Team Prediction:

Some Concerns

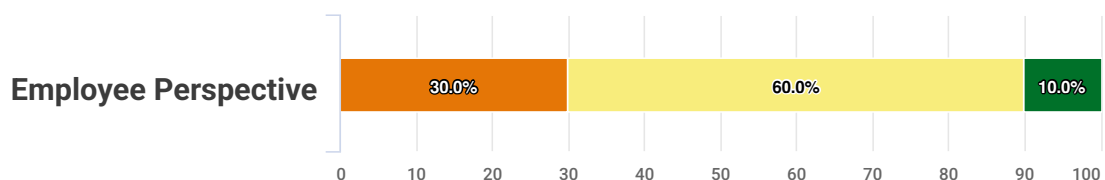
2. Difficult situations at work are addressed effectively.



Organization Team Prediction:

Significant Concerns

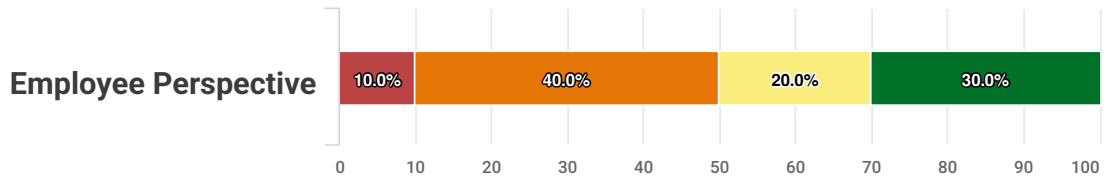
3. I am informed of important changes that may impact how my work is done.



Organization Team Prediction:

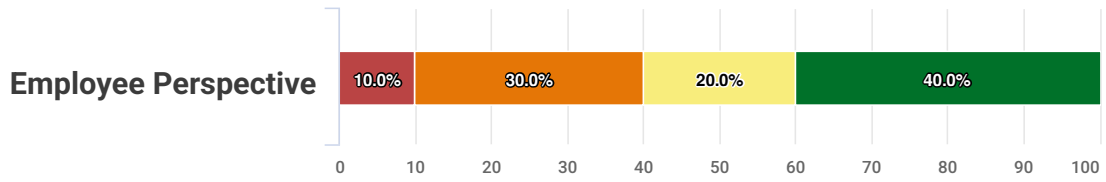
Relative Strengths

4. My supervisor supports me to do my job successfully.



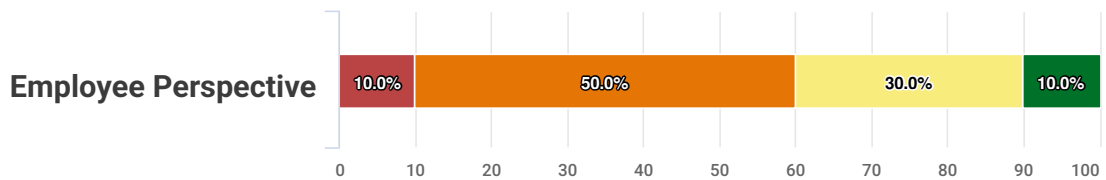
Organization Team Prediction: **Significant Concerns**

5. The reasons behind organizational changes are explained.



Organization Team Prediction: **Significant Concerns**

6. I am told about the impact of organizational change on my job.



Organization Team Prediction: **Serious Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

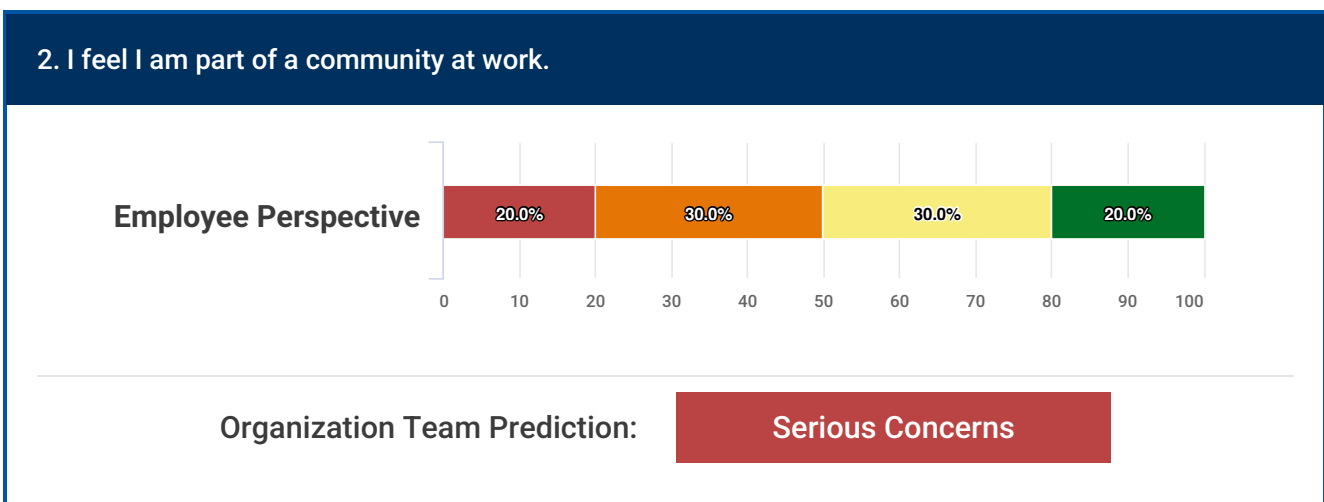
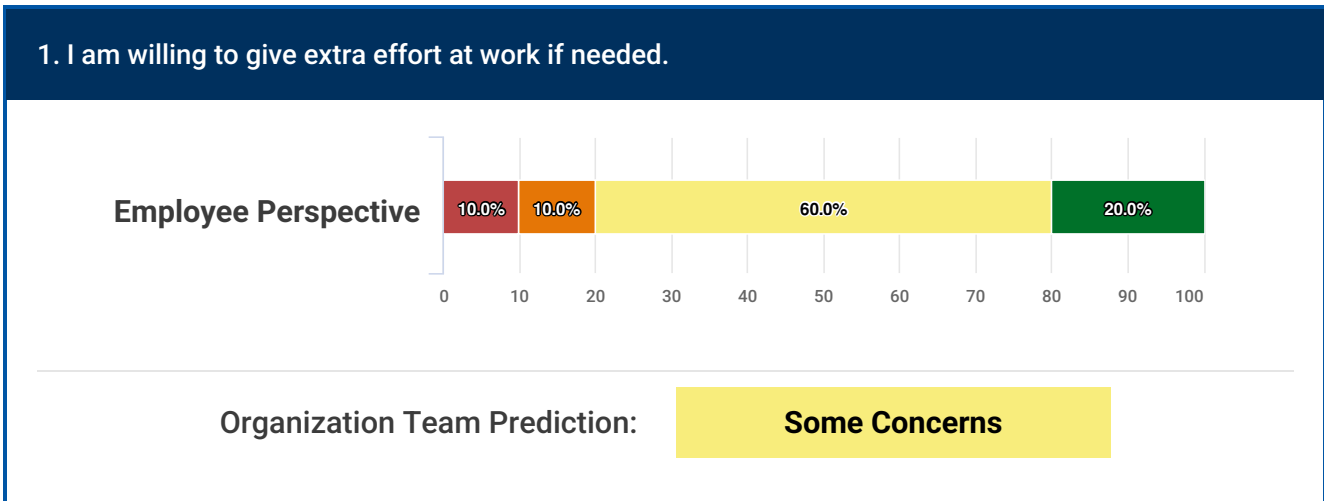
*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive engagement, employees are motivated to do their job well and feel connected to their work, co-workers, and organization.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:



Serious Concerns*	Significant Concerns*
Some Concerns **	Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

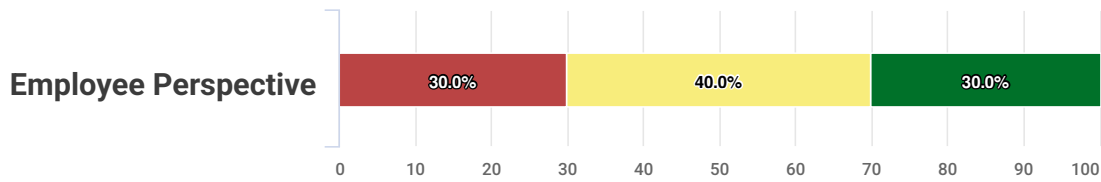
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive growth and development, employees receive ongoing encouragement and support to enhance interpersonal, emotional and job-related skills.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

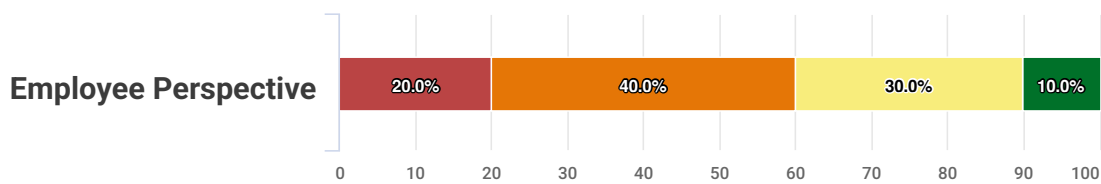
1. My supervisor supports my personal growth.



Organization Team Prediction:

Serious Concerns

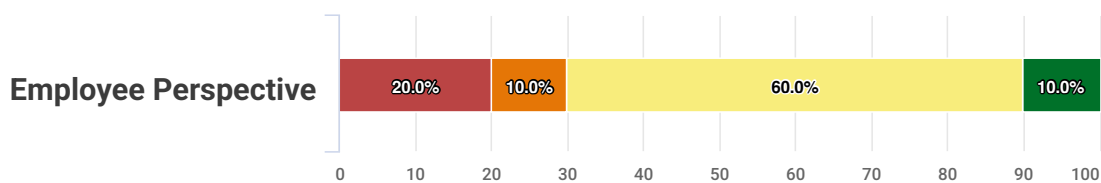
2. My supervisor is open to my ideas for taking on new opportunities at work.



Organization Team Prediction:

Relative Strengths

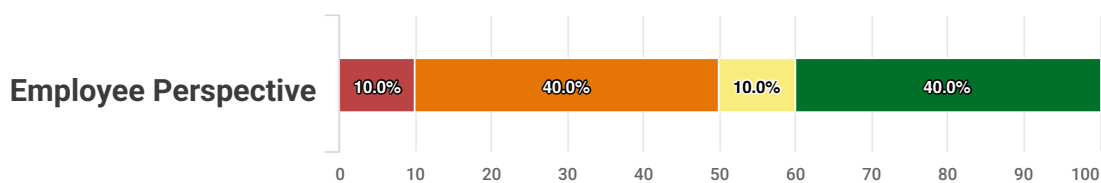
3. I have the opportunity to take on new challenges.



Organization Team Prediction:

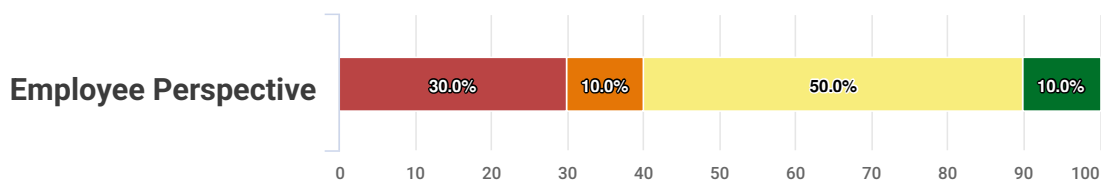
Serious Concerns

4. My employer values employees' ongoing personal development.



Organization Team Prediction: **Serious Concerns**

5. I am provided with the necessary training to perform my job well.



Organization Team Prediction: **Relative Strengths**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

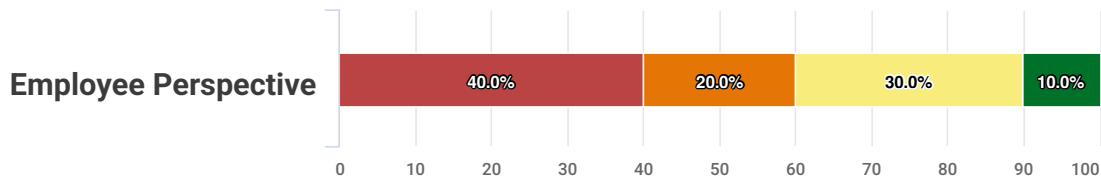
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive involvement and influence, employees are included in discussions and have input into decisions that impact their respective jobs.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

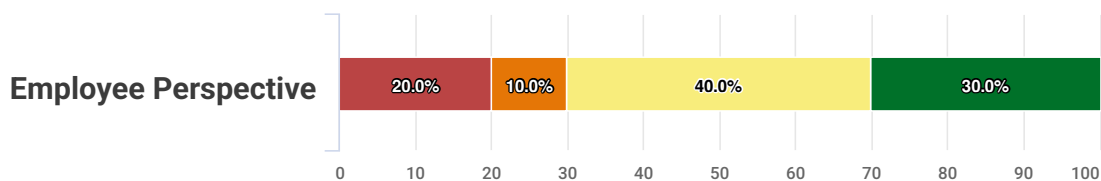
1. I have a say in how I will manage organizational changes that affect me.



Organization Team Prediction:

Relative Strengths

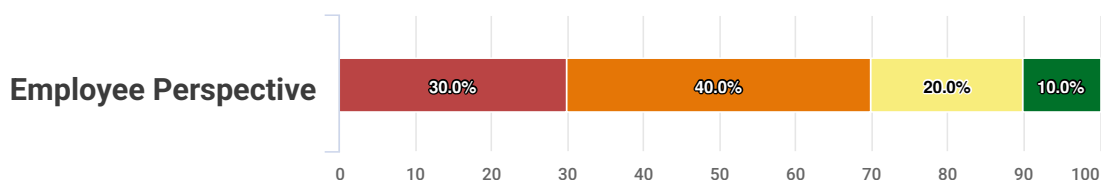
2. I have some control over how I organize my work.



Organization Team Prediction:

Relative Strengths

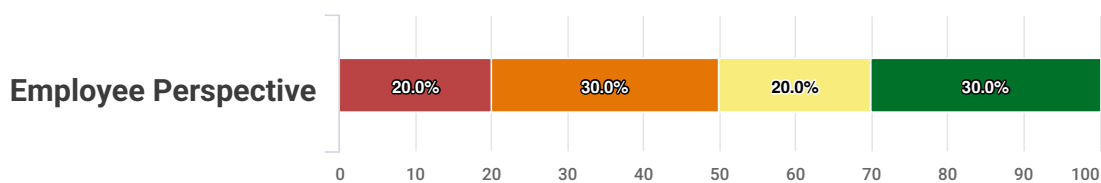
3. My suggestions are considered at work.



Organization Team Prediction:

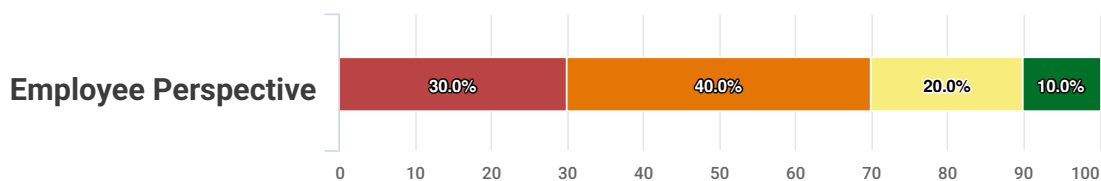
Some Concerns

4. I am informed about important changes at work in a timely manner.



Organization Team Prediction: **Serious Concerns**

5. I am encouraged to participate in decisions that impact my work.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

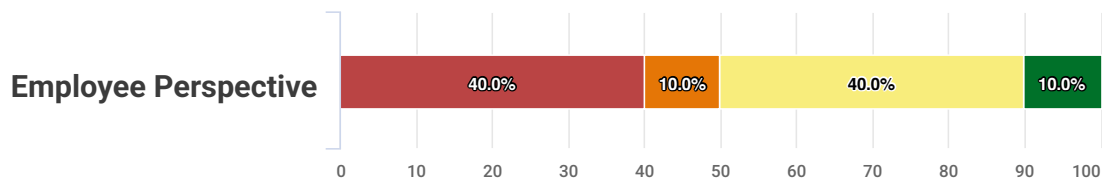
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive organizational culture, there are shared values of trust, honesty, fairness and accountability.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

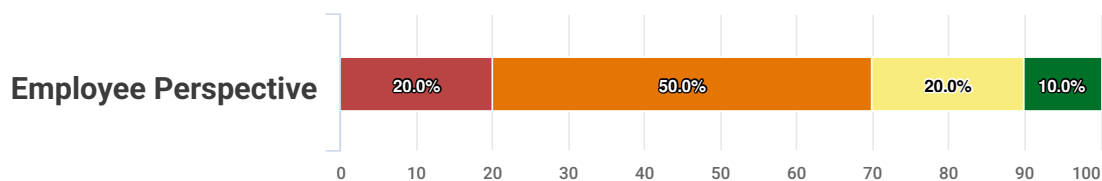
1. People in my organization are held accountable for their actions.



Organization Team Prediction:

Significant Concerns

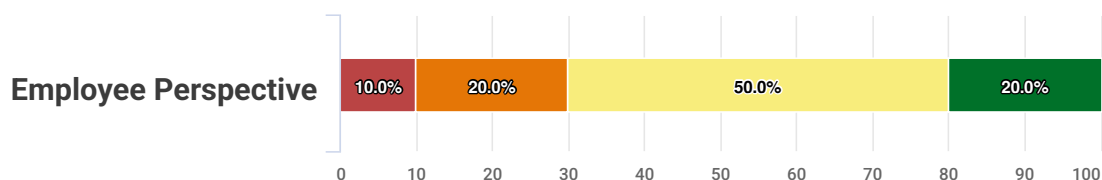
2. Employees and management trust one another.



Organization Team Prediction:

Relative Strengths

3. Organizational values are demonstrated at all levels.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

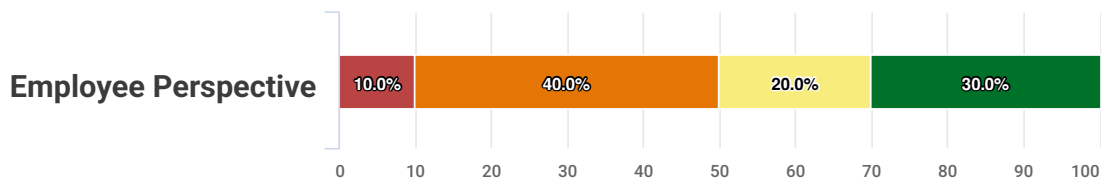
Protection of Physical Safety

In a work environment with positive protection of physical safety, management takes appropriate action to protect all employees against injury and illness and ensures they have what they need to do their jobs safely.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

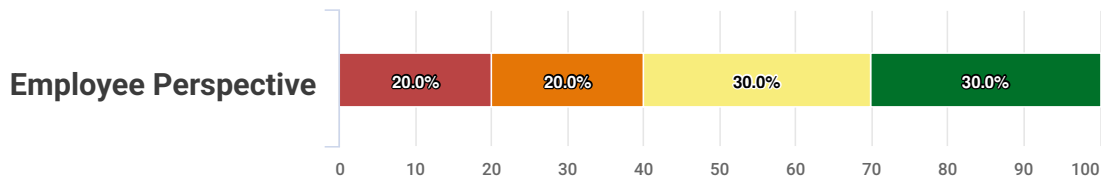
1. When physical risks are identified, my employer responds effectively.



Organization Team Prediction:

Relative Strengths

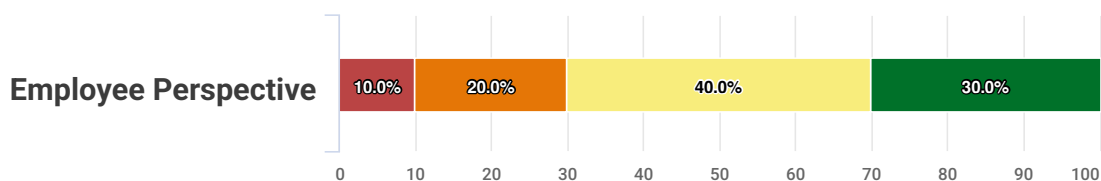
2. People at work understand the importance of protecting employee physical safety.



Organization Team Prediction:

Some Concerns

3. I have what I need to do my job safely.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

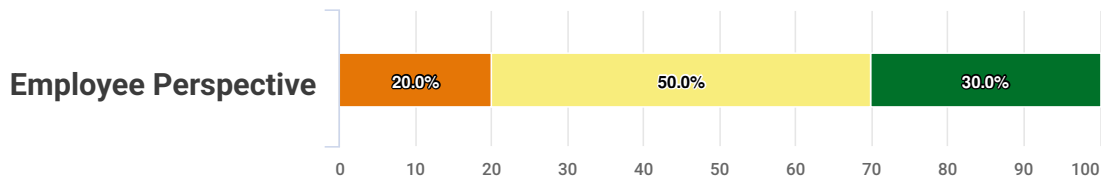
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment with positive psychological and social support, all employees feel a sense of belonging and contribution.

Review [evidence-based actions and responses](#) for this factor.

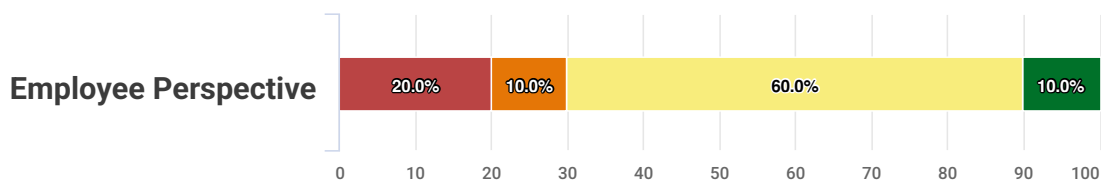
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. When psychological risks are identified, my employer responds effectively.



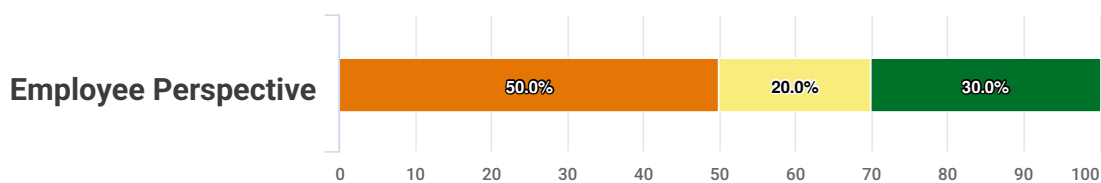
Organization Team Prediction: **Some Concerns**

2. People in my workplace understand the importance of protecting employee psychological safety.



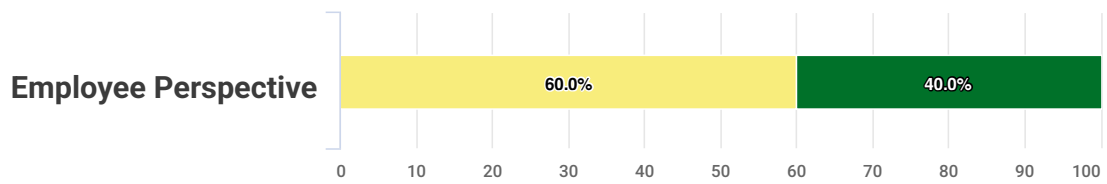
Organization Team Prediction: **Significant Concerns**

3. People with mental health issues are supported to do their jobs effectively.



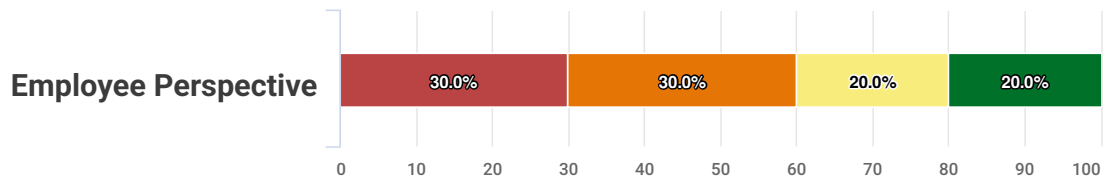
Organization Team Prediction: **Serious Concerns**

4. People with physical health issues are supported to do their jobs effectively.



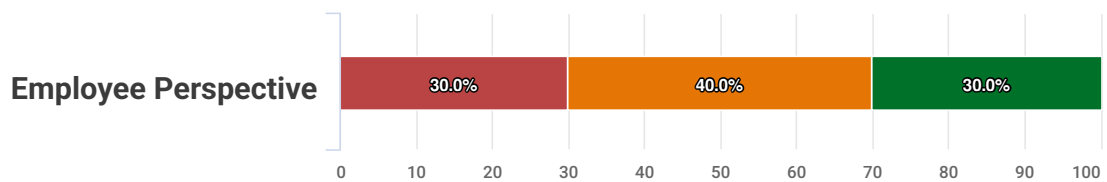
Organization Team Prediction: **Some Concerns**

5. My employer helps employees cope with workplace stress.



Organization Team Prediction: **Some Concerns**

6. I feel lonely when working.



Organization Team Prediction: **Relative Strengths**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

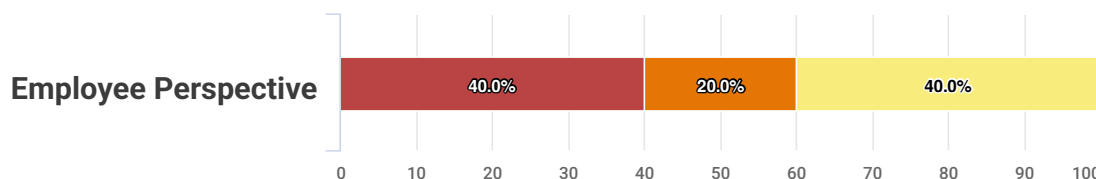
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment where psychological competencies and demands are not a health risk, employees are continually supported to meet the psychological demands of their position.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. Management appointments consider the “people skills” necessary for specific positions.

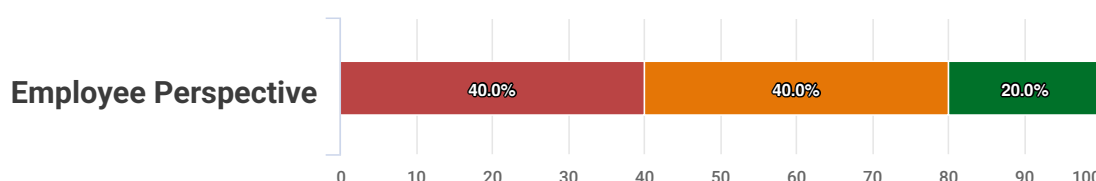


Organization Team Prediction:

Relative Strengths

2. My work threatens my psychological health.

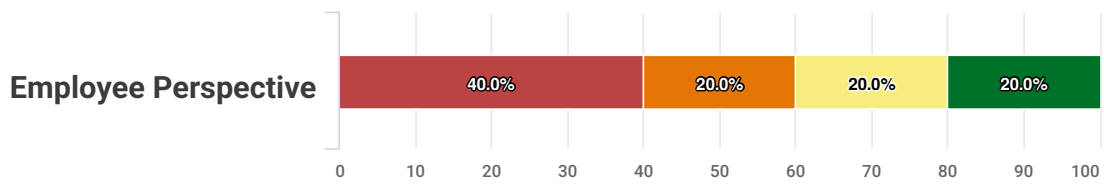
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Serious Concerns

3. I am able to do my job in a way that aligns with my values.



Organization Team Prediction:

Some Concerns

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

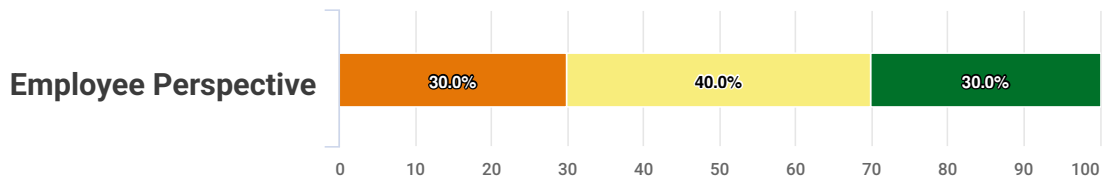
Recognition and Reward

In a work environment with positive recognition and reward, there is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner.

Review [evidence-based actions and responses](#) for this factor.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

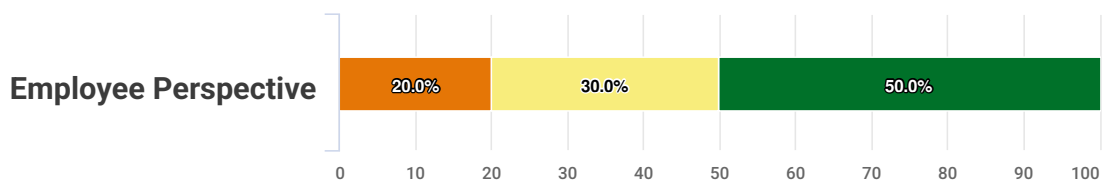
1. I am paid fairly for the work I do.



Organization Team Prediction:

Significant Concerns

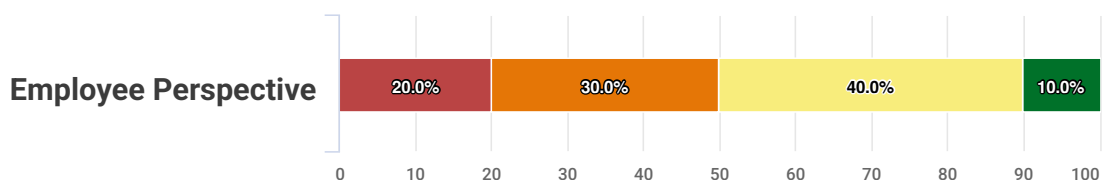
2. Our organization celebrates our shared accomplishments.



Organization Team Prediction:

Significant Concerns

3. I am recognized for good performance.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

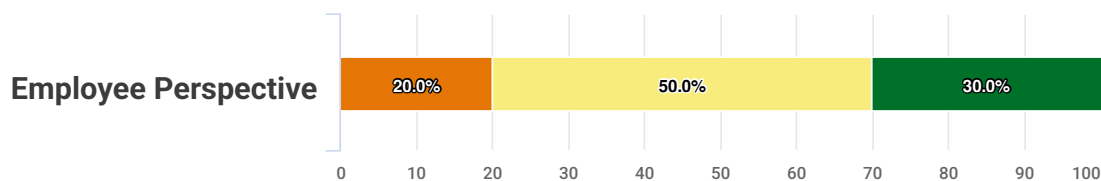
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

In a work environment where there is positive workload management, employees feel supported to complete their assigned tasks and responsibilities successfully.

Review [evidence-based actions and responses](#) for this factor.

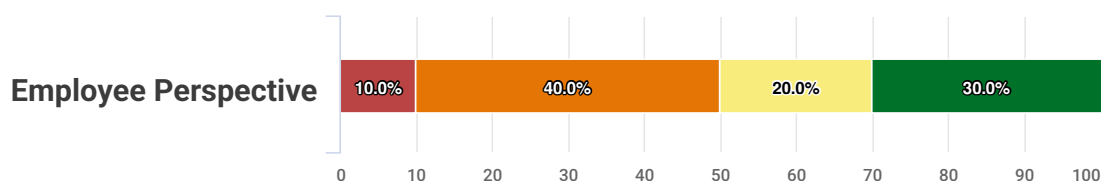
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. The amount of work I am expected to do is reasonable for my position.



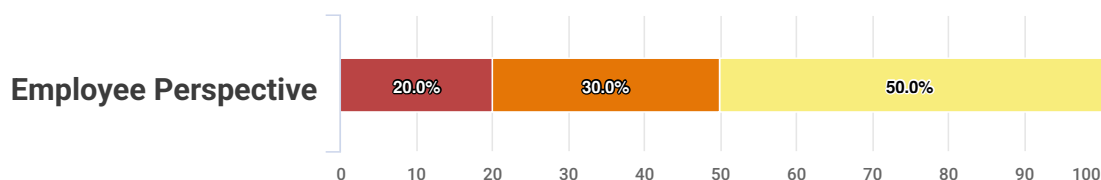
Organization Team Prediction: **Some Concerns**

2. I can talk to my supervisor about the amount of work I have to do.



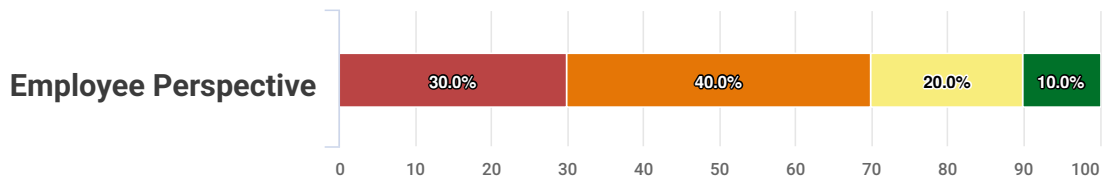
Organization Team Prediction: **Serious Concerns**

3. I have sufficient time to complete my work.



Organization Team Prediction: **Some Concerns**

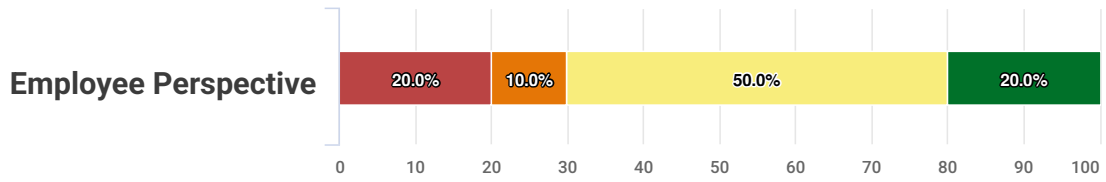
4. Deadlines are reasonable.



Organization Team Prediction:

Relative Strengths

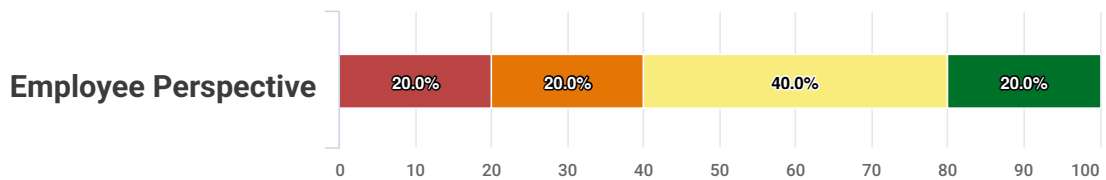
5. The frequency of staff turnover is reasonable for our sector.



Organization Team Prediction:

Some Concerns

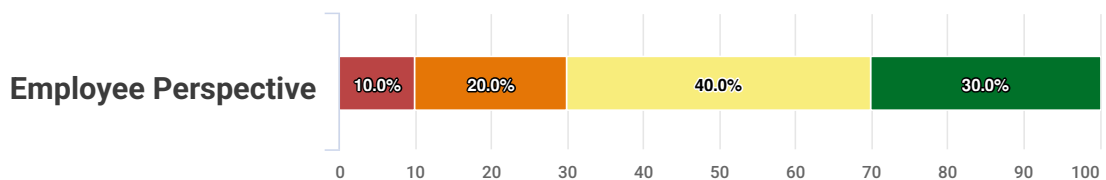
6. I feel my job is secure.



Organization Team Prediction:

Some Concerns

7. I can do my job effectively with the tools and equipment provided.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

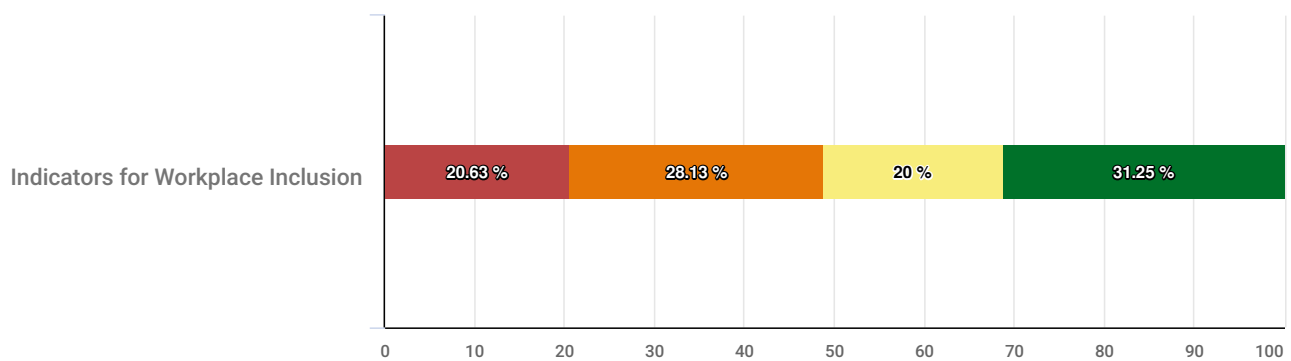
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Indicators for Workplace Inclusion

Some of the statements used in the psychosocial factors are especially relevant for indicating the extent to which employees feel that they belong and are respected in your organization. The summary graph combines the responses from all of these statements for an overall view, and the individual statement graphs are provided to help you consider approaches to improving inclusion.

When you're ready to take action, the free resources available at [Inclusion strategies for leaders](#) can help.

Summary of responses for Workplace Indicators for Inclusion:



Our employees feel included, free from stigma, discrimination and bullying and safe to speak up as part of our community at work.

Organization Team Prediction:

Serious Concerns

Note: The Organization Team Prediction reflects the results of the Organizational Review, where a leadership team reviewed organizational data and information to estimate an average response.

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

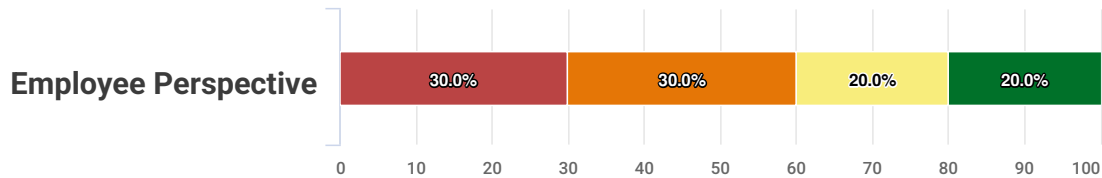
* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

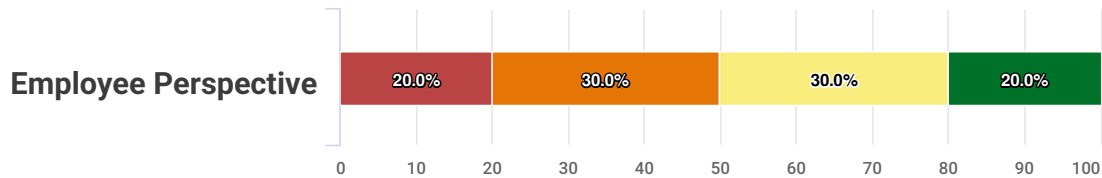
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

1. People treat each other with respect at work.



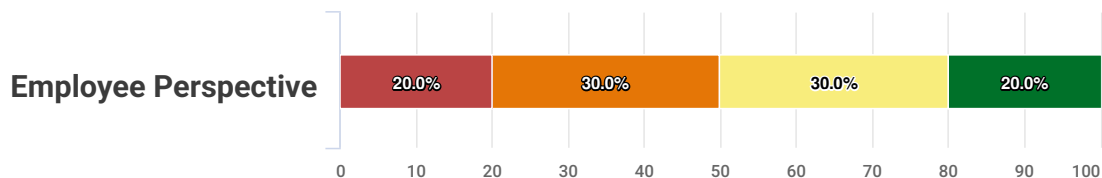
Organization Team Prediction: **Significant Concerns**

2. People from all backgrounds are treated fairly in my workplace.



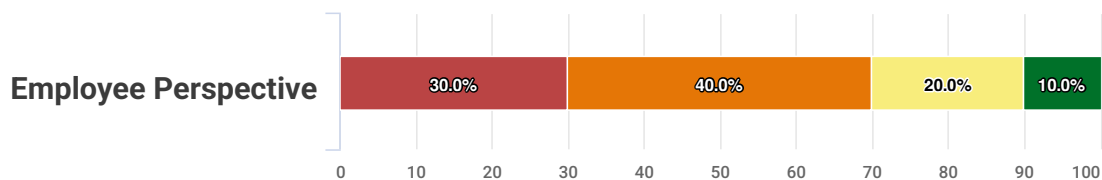
Organization Team Prediction: **Relative Strengths**

3. I feel I am part of a community at work.



Organization Team Prediction: **Serious Concerns**

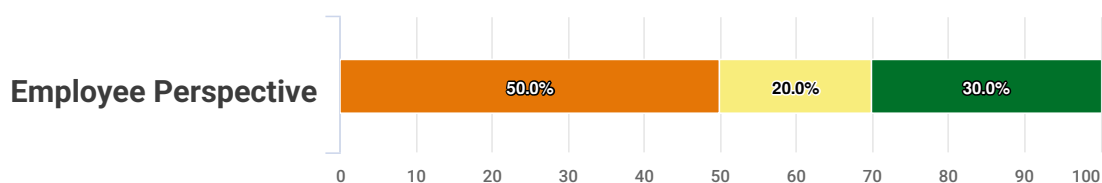
4. My suggestions are considered at work.



Organization Team Prediction:

Some Concerns

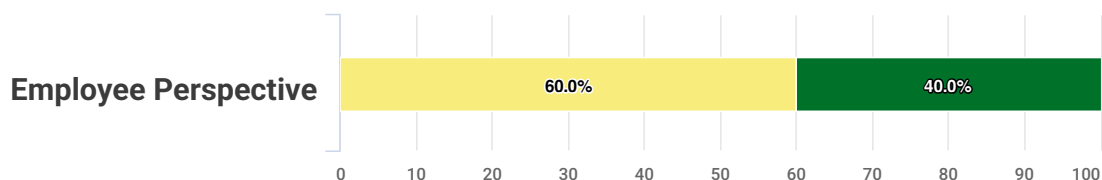
5. People with mental health issues are supported to do their jobs effectively.



Organization Team Prediction:

Serious Concerns

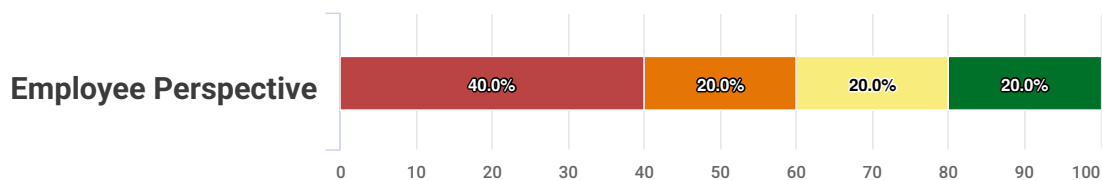
6. People with physical health issues are supported to do their jobs effectively.



Organization Team Prediction:

Some Concerns

7. I am able to do my job in a way that aligns with my values.

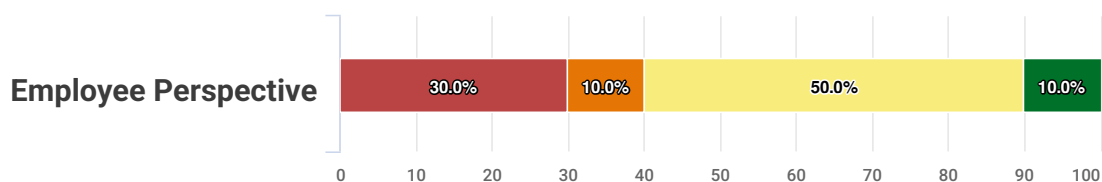


Organization Team Prediction:

Some Concerns

8. My employer makes efforts to prevent harm to employees from discrimination.

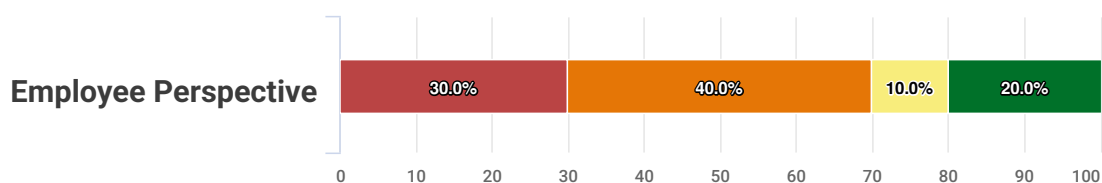
Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Some Concerns

9. It is safe to speak up at work.

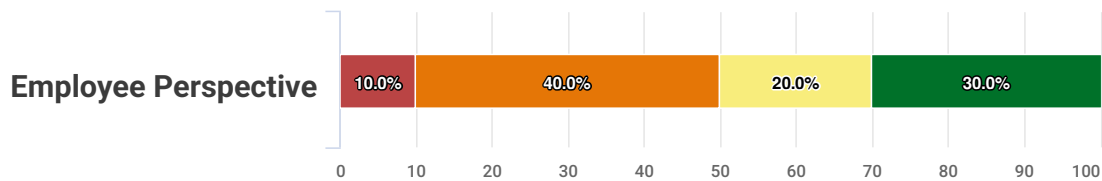


Organization Team Prediction:

Some Concerns

10. My employer makes efforts to prevent harm to employees from bullying.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.

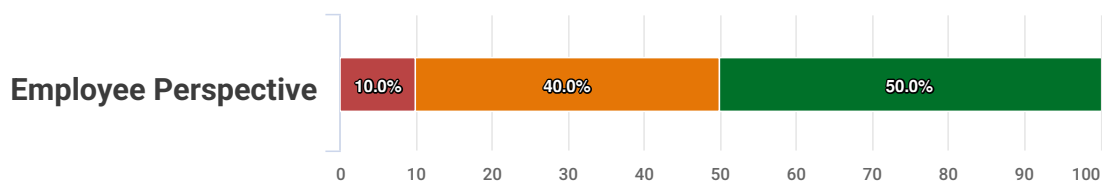


Organization Team Prediction:

Significant Concerns

11. I am currently being treated unfairly at work because I have a mental illness.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

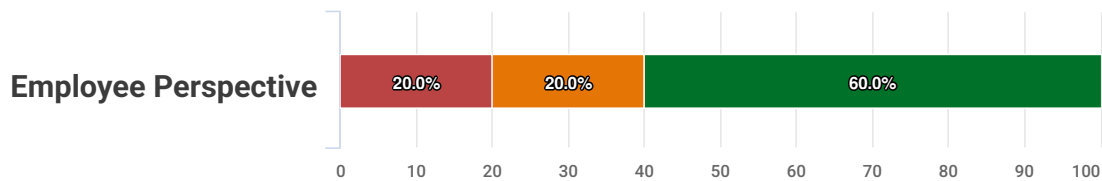


Organization Team Prediction:

Relative Strengths

12. I am currently being bullied at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

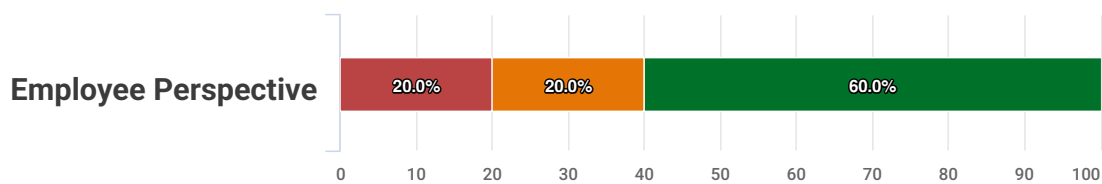


Organization Team Prediction:

Relative Strengths

13. I am currently being harassed (verbally, physically, or sexually) at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

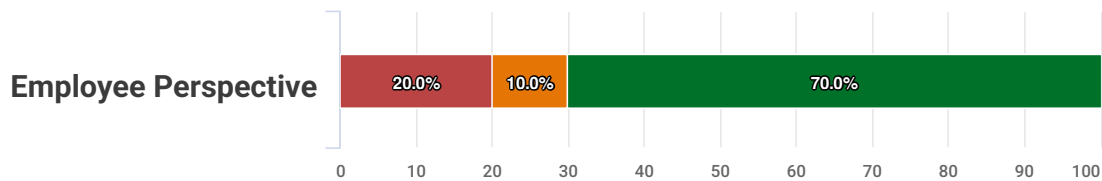


Organization Team Prediction:

Significant Concerns

14. I am currently experiencing discrimination at work.

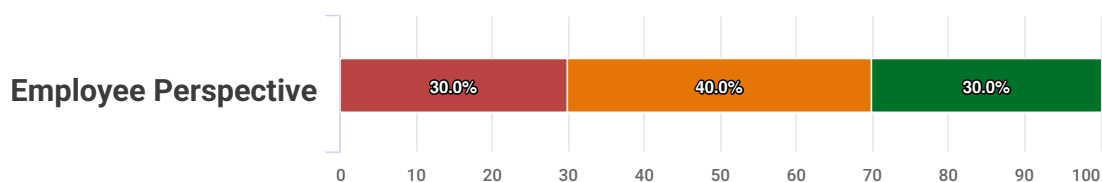
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Significant Concerns

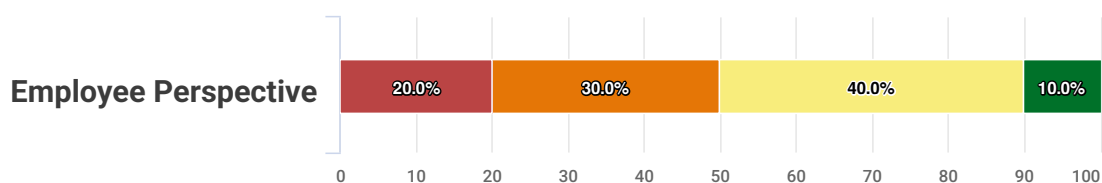
15. I feel lonely when working.



Organization Team Prediction:

Relative Strengths

16. I am recognized for good performance.



Organization Team Prediction:

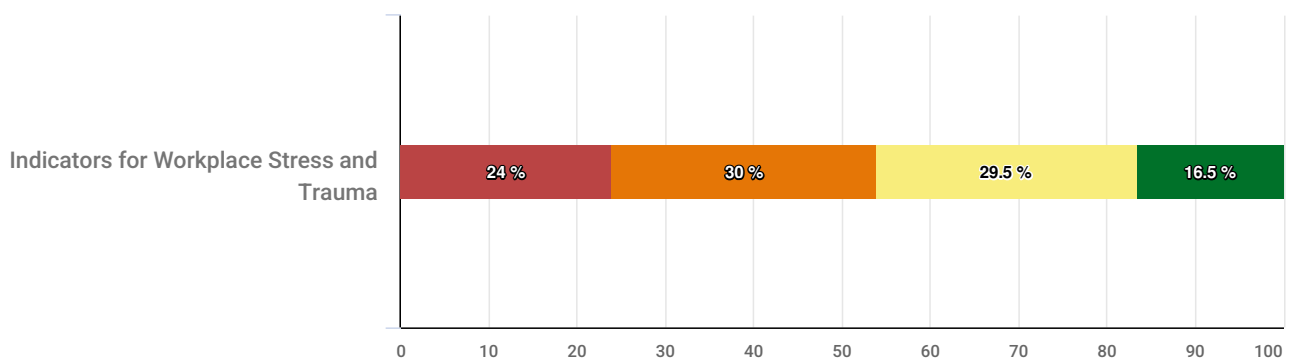
Significant Concerns

Indicators for Workplace Stress and Trauma

Some of the statements used in the psychosocial factors are especially relevant for indicating the extent to which employees feel stressed or traumatized in your organization. The summary graph combines the responses from all of these statements for an overall view, and the individual statement graphs are provided to help you consider approaches to protecting psychological safety.

When you're ready to take action, the free resources available at [Trauma in organizations](#) and [Employee stress prevention process](#) can help.

Summary of responses for Workplace Indicators for Stress and Trauma:



Are employees experiencing stressful or traumatic incidents at work?

Organization Team Prediction:

Serious Concerns

Note: The Organization Team Prediction reflects the results of the Organizational Review, where a leadership team reviewed organizational data and information to estimate an average response.

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

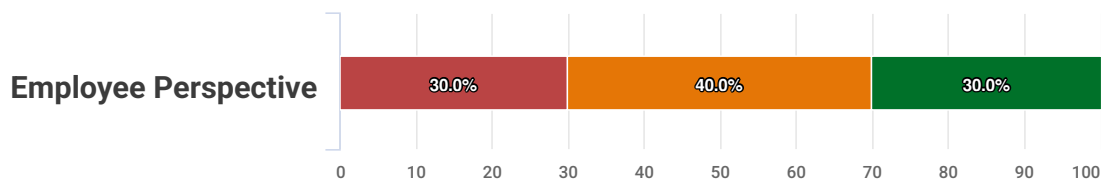
** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

1. I feel burned out in my job.

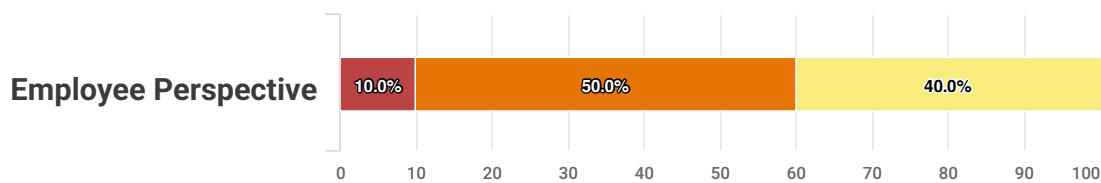
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Significant Concerns

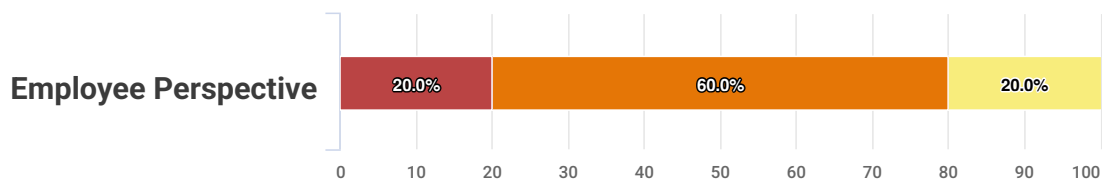
2. Difficult situations at work are addressed effectively.



Organization Team Prediction:

Significant Concerns

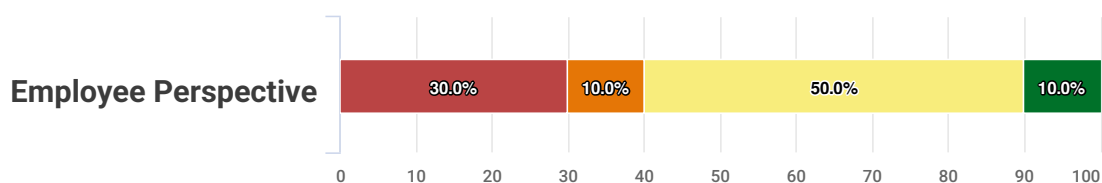
3. My workplace effectively handles conflict among employees.



Organization Team Prediction:

Serious Concerns

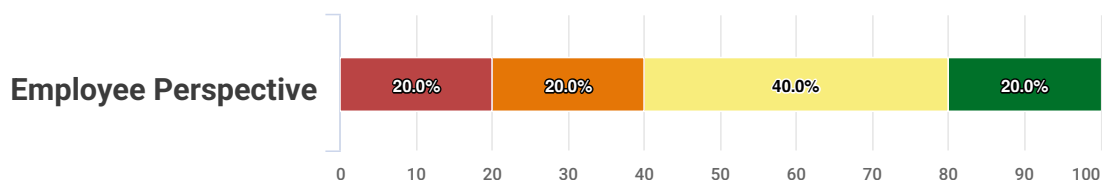
4. I am provided with the necessary training to perform my job well.



Organization Team Prediction:

Relative Strengths

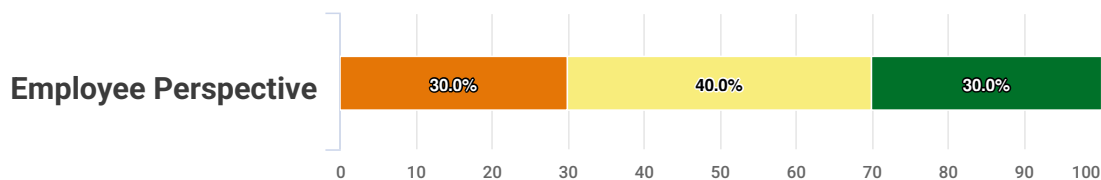
5. I feel my job is secure.



Organization Team Prediction:

Some Concerns

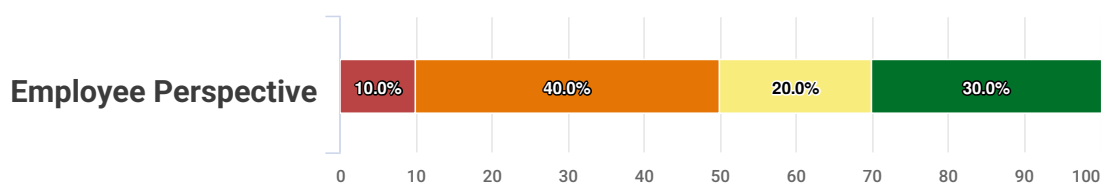
6. My workplace has effective ways of addressing inappropriate behaviour from the people we serve.



Organization Team Prediction:

Some Concerns

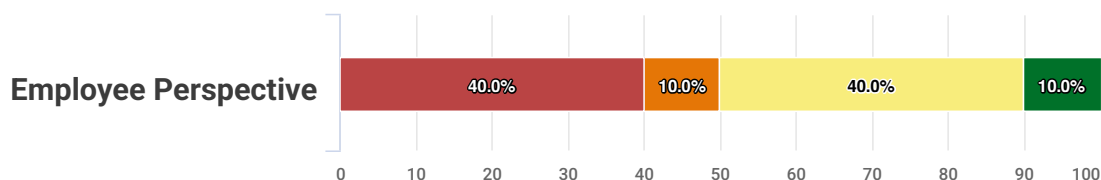
7. When physical risks are identified, my employer responds effectively.



Organization Team Prediction:

Relative Strengths

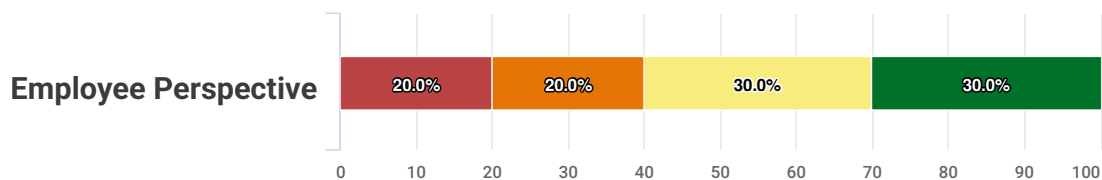
8. People in my organization are held accountable for their actions.



Organization Team Prediction:

Significant Concerns

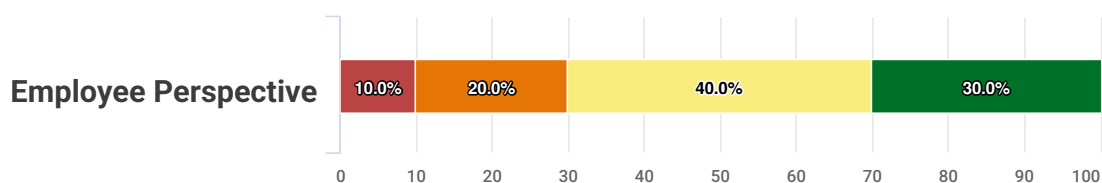
9. People at work understand the importance of protecting employee physical safety.



Organization Team Prediction:

Some Concerns

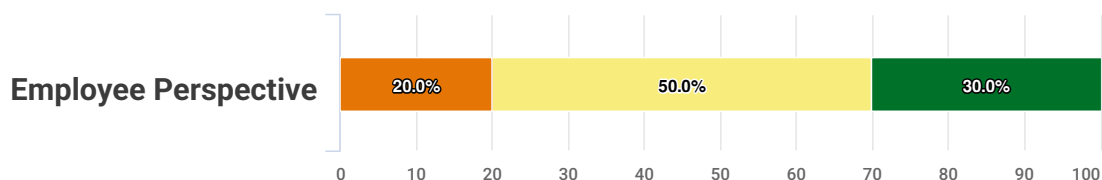
10. I have what I need to do my job safely.



Organization Team Prediction:

Relative Strengths

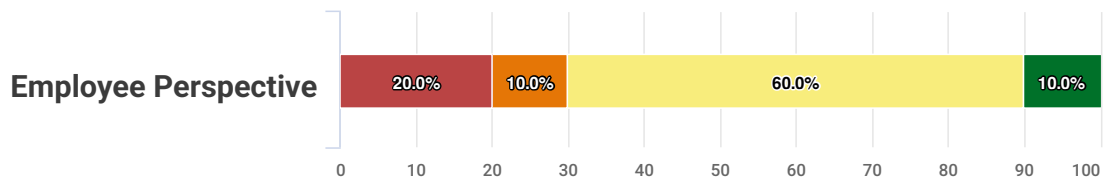
11. When psychological risks are identified, my employer responds effectively.



Organization Team Prediction:

Some Concerns

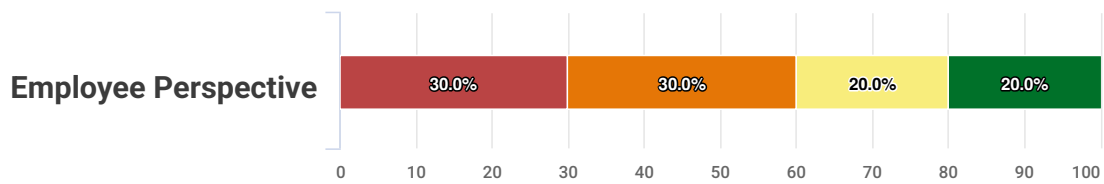
12. People in my workplace understand the importance of protecting employee psychological safety.



Organization Team Prediction:

Significant Concerns

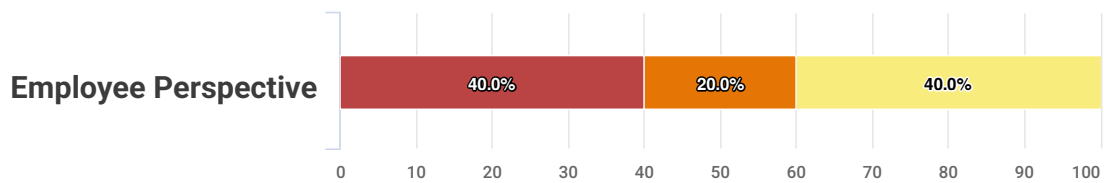
13. My employer helps employees cope with workplace stress.



Organization Team Prediction:

Some Concerns

14. Management appointments consider the "people skills" necessary for specific positions.

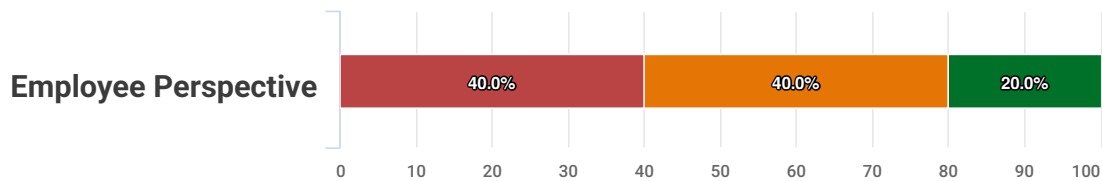


Organization Team Prediction:

Relative Strengths

15. My work threatens my psychological health.

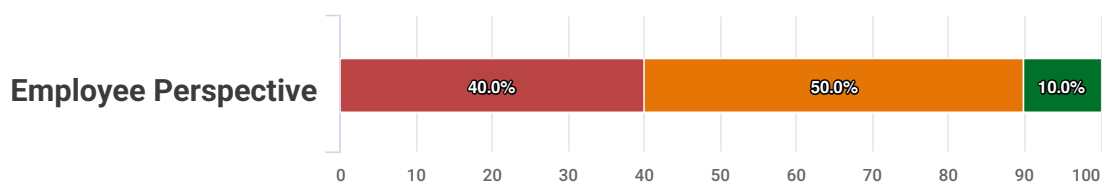
Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Serious Concerns

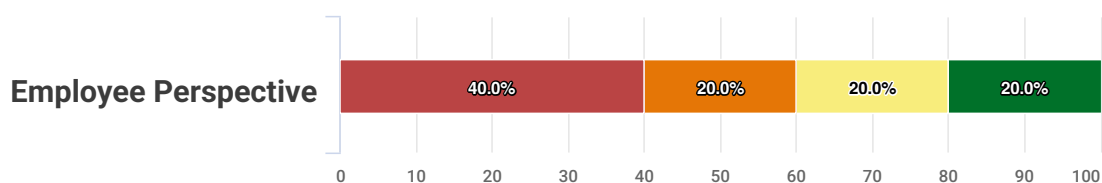
16. My home life suffers because of my work.



Organization Team Prediction:

Significant Concerns

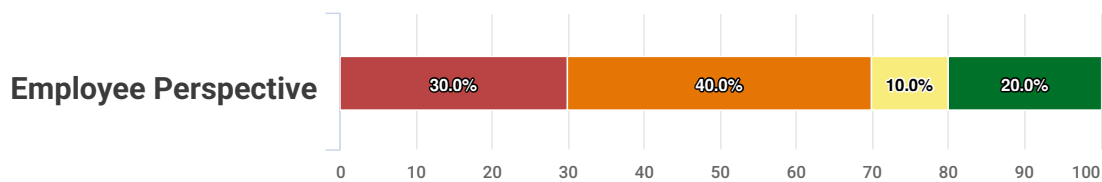
17. I am able to do my job in a way that aligns with my values.



Organization Team Prediction:

Some Concerns

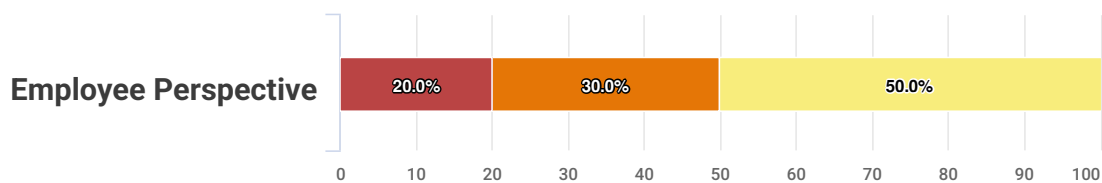
18. It is safe to speak up at work.



Organization Team Prediction:

Some Concerns

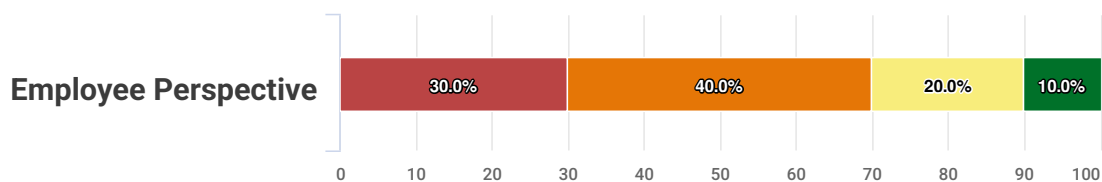
19. I have sufficient time to complete my work.



Organization Team Prediction:

Some Concerns

20. Deadlines are reasonable.



Organization Team Prediction:

Relative Strengths

Psychosocial Hazards

In [International Organization for Standardization \(ISO\) 45003:2021](#)¹ – Occupational Health and Safety Management – Psychological Health and Safety at Work – Guidelines for Managing Psychosocial Risks, clause 6.1.2.1 covers psychosocial hazard identification. In this standard it states that “the organization should understand the underlying sources of harm before control measures are considered to improve the effectiveness of activities to manage psychosocial risk.”

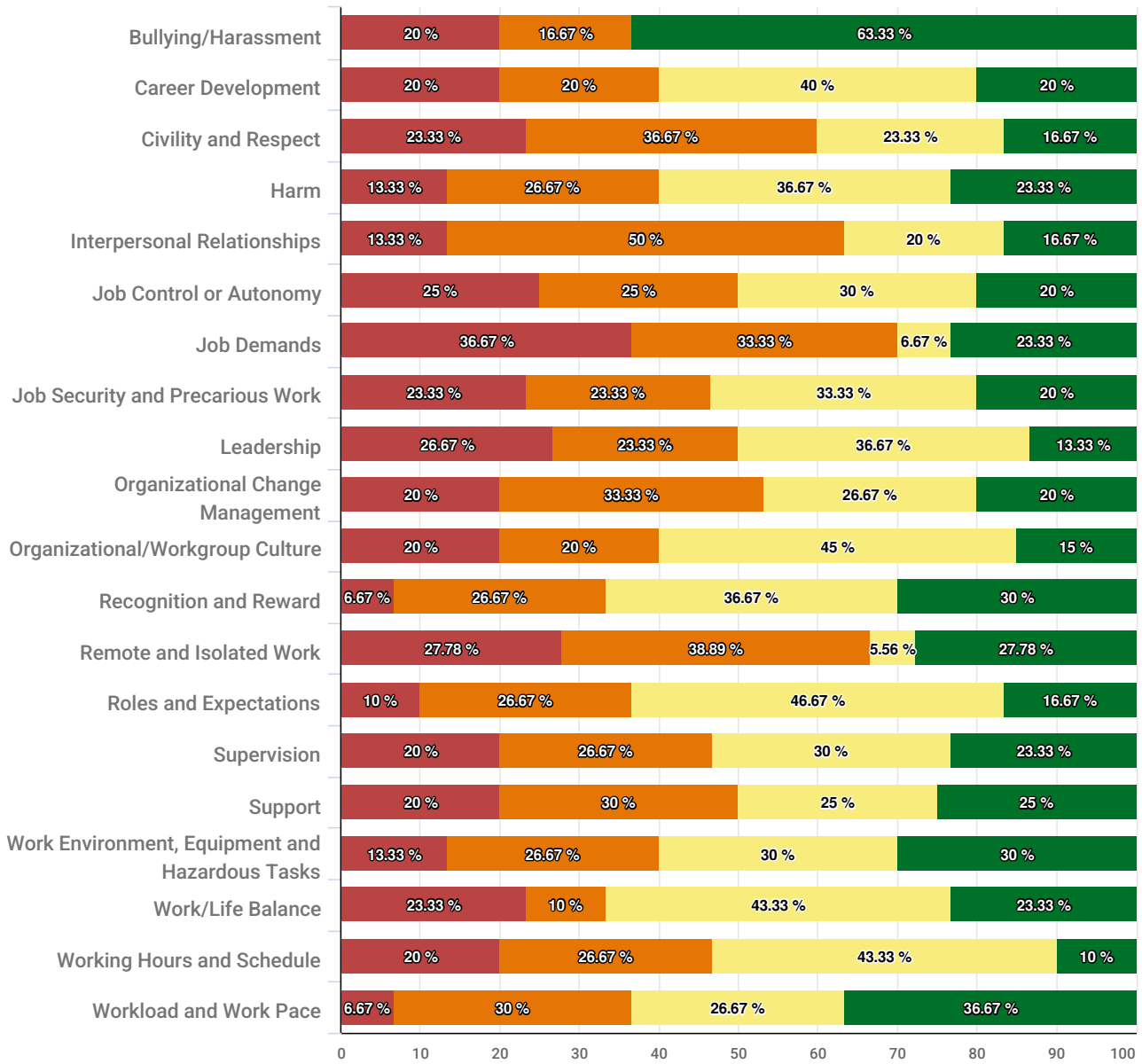
What follows is an independent interpretation of how you might use hazard identification to inform your approach to psychological health and safety. The results in your Guarding Minds at Work survey will point to employee concerns related to these psychosocial hazards but will not identify the specific individuals or circumstances involved.

There are many ways to understand the underlying sources of harm, but the most critical is a discussion with employees about the issues identified. Employees are also a great source of practical and relevant solutions. Many resources are available to help guide and support a facilitated employee discussion such as the [On the agenda workshop series](#).

The psychosocial factors were intentionally written in the positive for the most part to contribute to solution-based thinking and avoid increasing dissatisfaction. The occupational health and safety process includes hazard identification which is described below. Note that the same validated Guarding Minds survey statements included in psychosocial factors are used in psychosocial hazards.

Review actions and responses to help with [Psychosocial hazard mitigation](#).

¹International Organization for Standardization. (2021). Occupational health and safety management – Psychological health and safety at work – Guidelines for managing psychosocial risks (ISO Standard No. 45003). Retrieved from <https://www.iso.org/standard/64283.html>



Note: Bullying and harassment can occur both face to face and electronically (e.g., online meetings, social media).

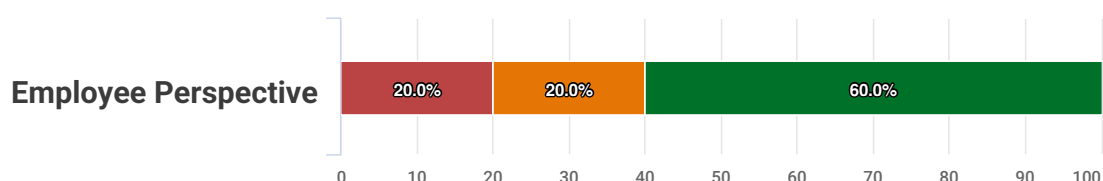
Examples of how bullying/harassment may be a psychosocial hazard include:

- unwanted, offensive, intimidating behaviours (sexual or non-sexual in nature) which relate to one or more specific characteristics of the targeted individual, e.g.:
 - race
 - gender
 - religion or belief
 - sexual orientation
 - disability
 - age
- repeated (more than once) unreasonable behaviours which can present a risk to health, safety and well-being at work; behaviours can be overt or covert, e.g.:
 - social or physical isolation
 - assigning meaningless or unfavourable tasks
 - name calling, insults and intimidation
 - undermining behaviour
 - undue public criticism
 - withholding information or resources critical for one's job
 - malicious rumours or gossiping
 - assigning impossible deadlines

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I am currently being bullied at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

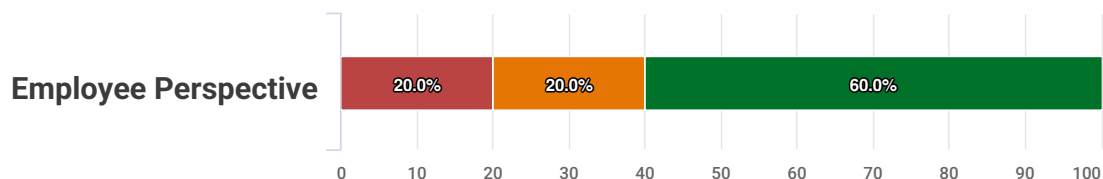


Organization Team Prediction:

Relative Strengths

2. I am currently being harassed (verbally, physically, or sexually) at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

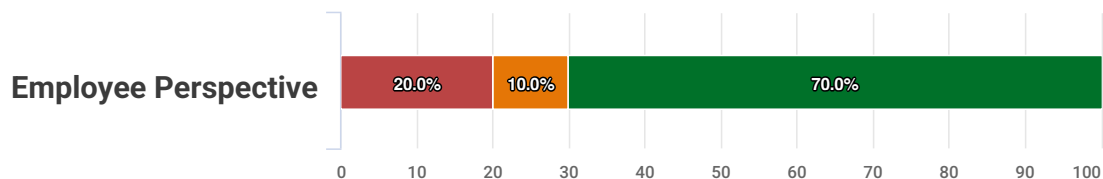


Organization Team Prediction:

Significant Concerns

3. I am currently experiencing discrimination at work.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

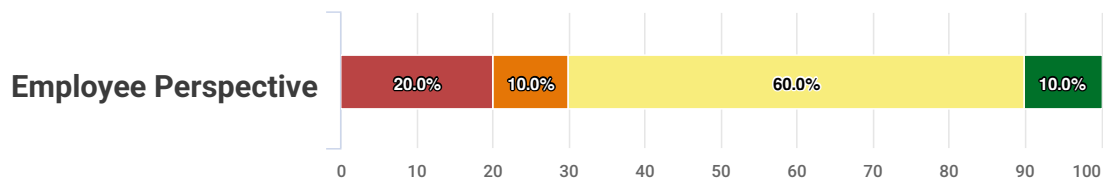
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how career development may be a psychosocial hazard include:

- career stagnation and uncertainty, under-promotion or over-promotion, lack of opportunity for skill development

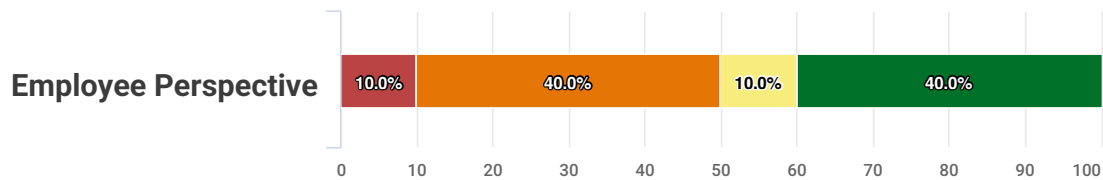
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I have the opportunity to take on new challenges.



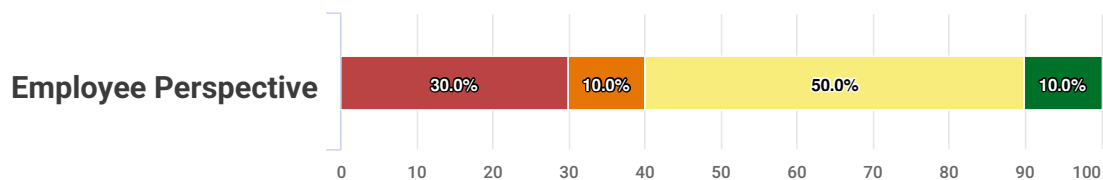
Organization Team Prediction: **Serious Concerns**

2. My employer values employees' ongoing personal development.



Organization Team Prediction: **Serious Concerns**

3. I am provided with the necessary training to perform my job well.



Organization Team Prediction: **Relative Strengths**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

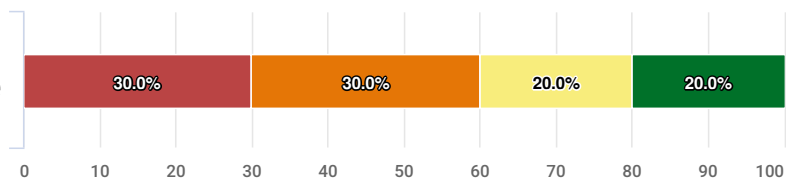
Examples of how civility and respect may be a psychosocial hazard include:

- lack of trust, honesty, respect, civility and fairness
- lack of respect and consideration in interactions among workers, as well as with customers, clients and the public

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. People treat each other with respect at work.

Employee Perspective

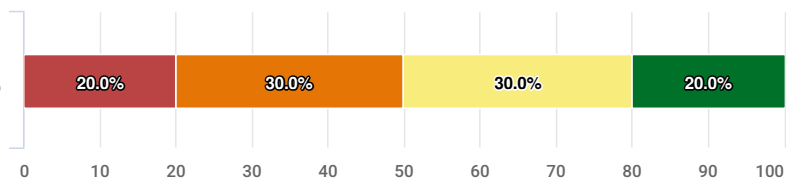


Organization Team Prediction:

Significant Concerns

2. People from all backgrounds are treated fairly in my workplace.

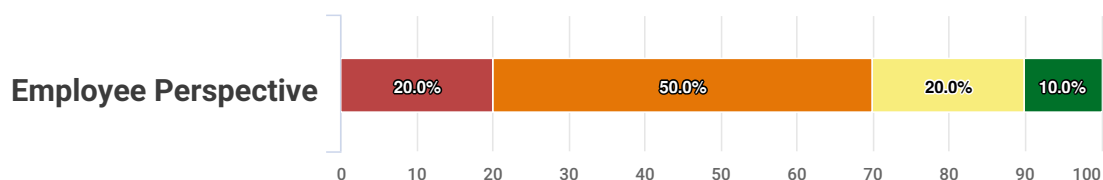
Employee Perspective



Organization Team Prediction:

Relative Strengths

3. Employees and management trust one another.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Note: In the ISO 45003:2021¹, Harm is called violence at work. To capture the psychological harm that can come from emotional or verbal violence, we modified the name of this psychosocial hazard.

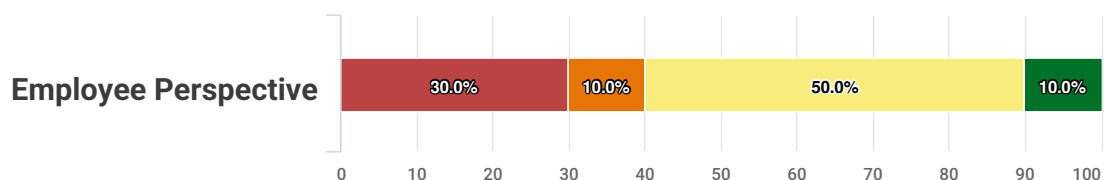
Examples of how harm may be a psychosocial hazard include:

- incidents involving an explicit or implicit challenge to health, safety or well-being at work; violence can be internal, external or client initiated, e.g.:
 - abuse
 - threats
 - assault (physical, verbal or sexual)
 - gender-based violence

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My employer makes efforts to prevent harm to employees from discrimination.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.

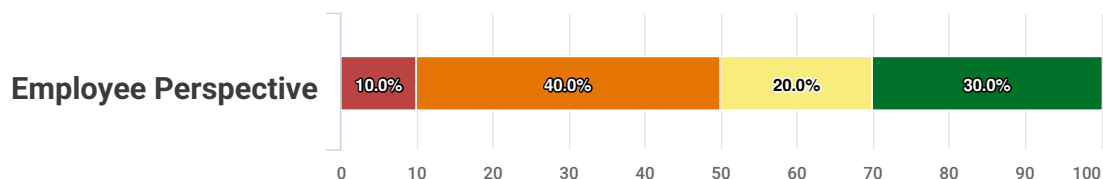


Organization Team Prediction:

Some Concerns

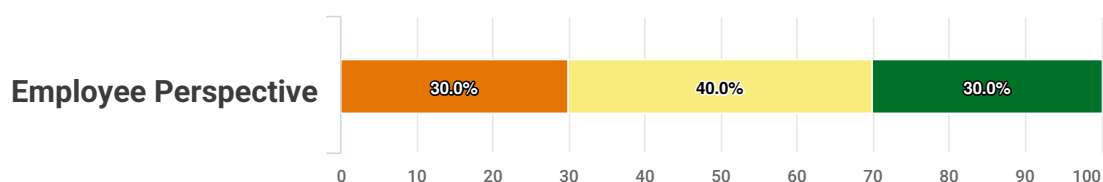
2. My employer makes efforts to prevent harm to employees from bullying.

Note: For this statement, any answer other than Always [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction: **Significant Concerns**

3. My workplace has effective ways of addressing inappropriate behaviour from the people we serve.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

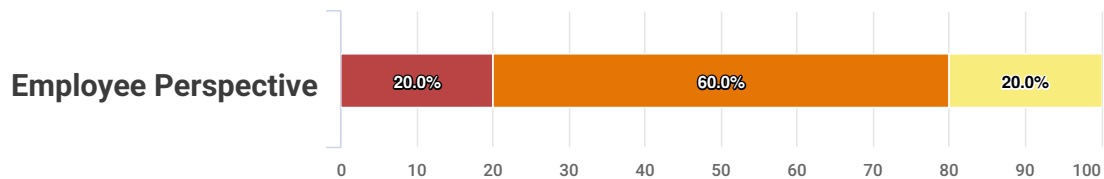
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how interpersonal relationships may be a psychosocial hazard include:

- poor communication, including poor information sharing
- poor relationships between managers, supervisors, co-workers, and clients or others that workers interact with
- interpersonal conflict
- harassment, bullying, victimization (including using electronic tools such as email and social media), third-party violence
- lack of social support
- unequal power relationships between dominant and non-dominant groups of workers
- social or physical isolation

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

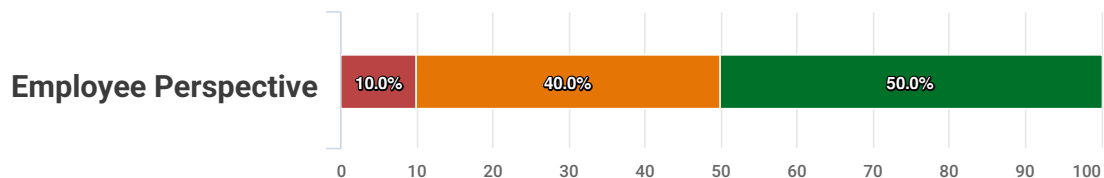
1. My workplace effectively handles conflict among employees.



Organization Team Prediction: **Serious Concerns**

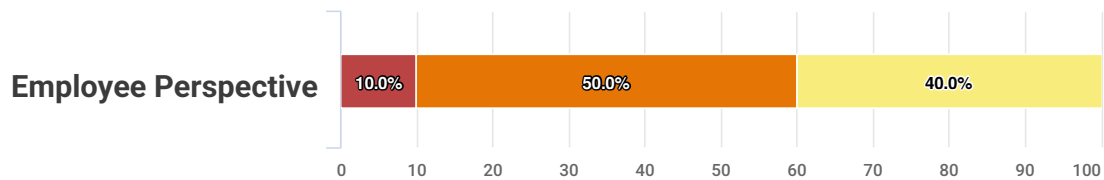
2. I am currently being treated unfairly at work because I have a mental illness.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction: **Relative Strengths**

3. Difficult situations at work are addressed effectively.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

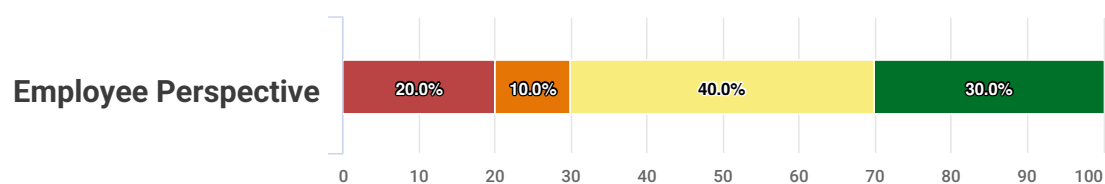
Job Control or Autonomy

Examples of how job control or autonomy may be a psychosocial hazard include:

- limited opportunity to participate in decision-making
- lack of control over workload
- low levels of influence and independence (e.g., not being able to influence the speed, order or schedule of work tasks and workload)

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

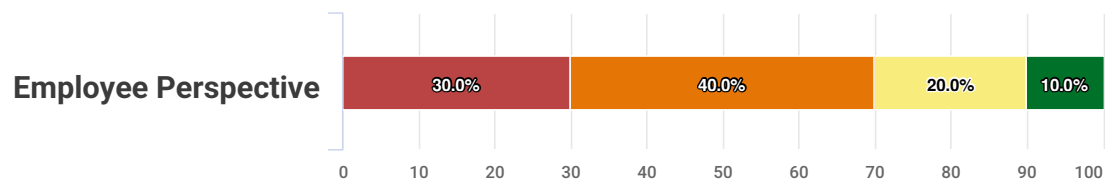
1. I have some control over how I organize my work.



Organization Team Prediction:

Relative Strengths

2. I am encouraged to participate in decisions that impact my work.



Organization Team Prediction:

Some Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

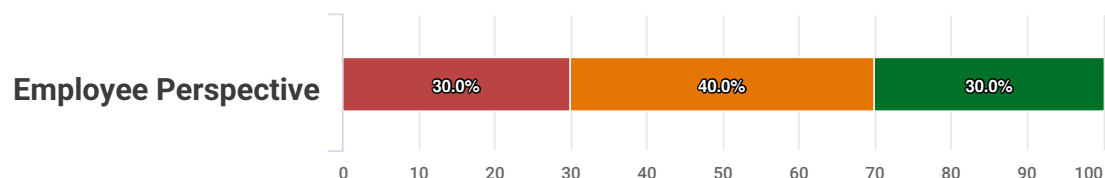
Examples of how job demands may be a psychosocial hazard include:

- underuse of skills
- continual work exposure to interaction with people (e.g., the public, customers, students, patients)
- having too much to do within a certain time or with a set number of workers
- conflicting demands and deadlines
- unrealistic expectations of a worker's competence or responsibilities
- lack of task variety or performing highly repetitive tasks
- fragmented or meaningless work
- requirements for excessive periods of alertness and concentration
- working with aggressive or distressed people
- exposure to events or situations that can cause trauma

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I feel burned out in my job.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.

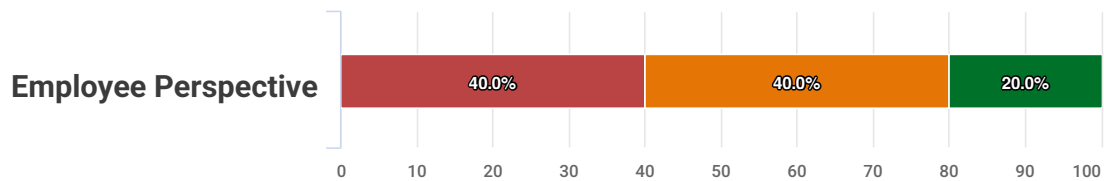


Organization Team Prediction:

**Significant
Concerns**

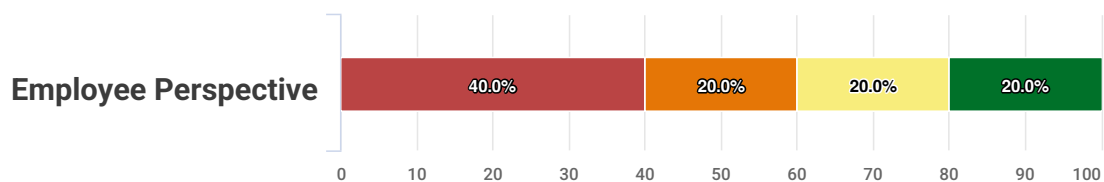
2. My work threatens my psychological health.

Note: For this statement, any answer other than Never [green] should be cause for concern and may require swift action to avoid risk.



Organization Team Prediction: **Serious Concerns**

3. I am able to do my job in a way that aligns with my values.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

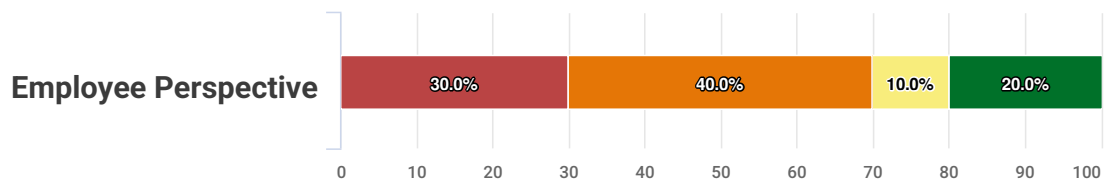
Job Security and Precarious Work

Examples of how job security and precarious work may be a psychosocial hazard include:

- uncertainty regarding work availability, including work without set hours
- possibility of redundancy or temporary loss of work with reduced pay
- low-paid or insecure employment, including non-standard employment
- working in situations that are not properly covered or protected by labour law or social protection

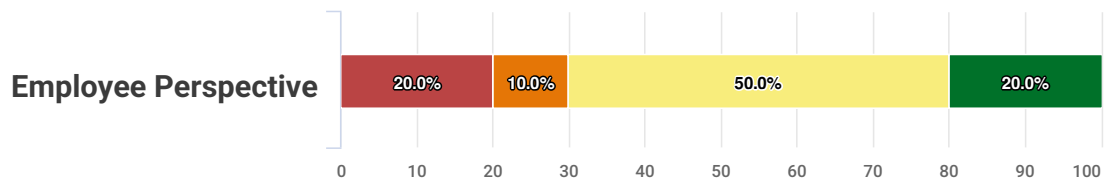
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. It is safe to speak up at work.



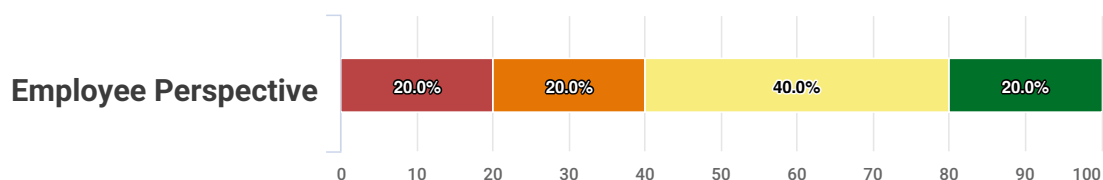
Organization Team Prediction: **Some Concerns**

2. The frequency of staff turnover is reasonable for our sector.



Organization Team Prediction: **Some Concerns**

3. I feel my job is secure.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

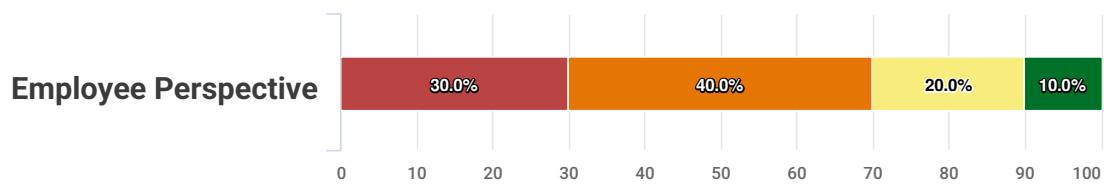
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how leadership may be a psychosocial hazard include:

- lack of clear vision and objectives
- management style unsuited to the nature of the work and its demands
- failing to listen or only casually listening to complaints and suggestions
- withholding information
- providing inadequate communication and support
- lack of accountability
- lack of fairness
- inconsistent and poor decision-making practices
- abuse or misuse of power

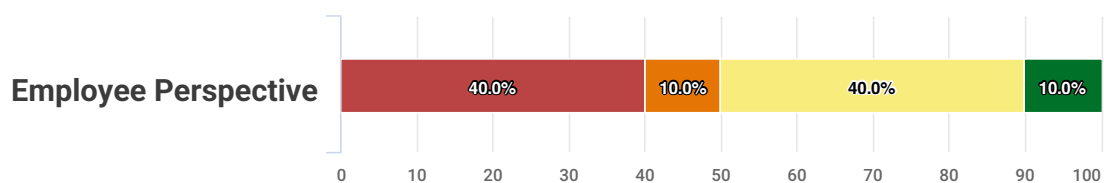
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My suggestions are considered at work.



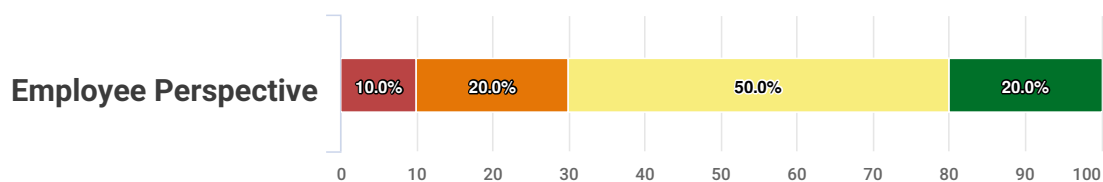
Organization Team Prediction: **Some Concerns**

2. People in my organization are held accountable for their actions.



Organization Team Prediction: **Significant Concerns**

3. Organizational values are demonstrated at all levels.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

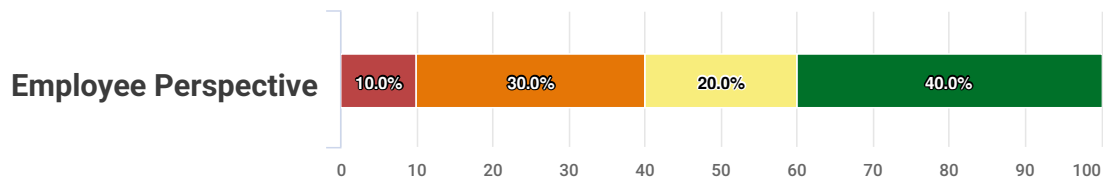
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how organizational change management may be a psychosocial hazard include:

- lack of practical support provided to assist workers during transition periods
- prolonged or recurring restructuring
- lack of consultation and communication about workplace changes, or consultation and communication which is of poor quality, untimely or not meaningful

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

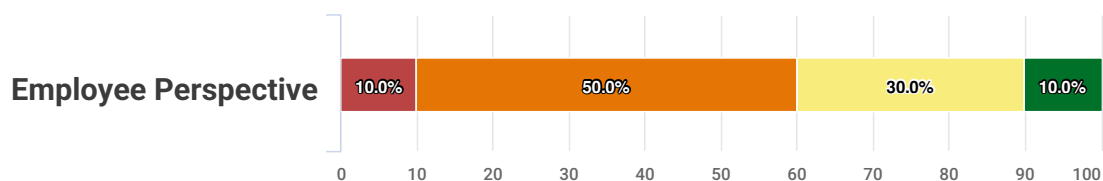
1. The reasons behind organizational changes are explained.



Organization Team Prediction:

Significant Concerns

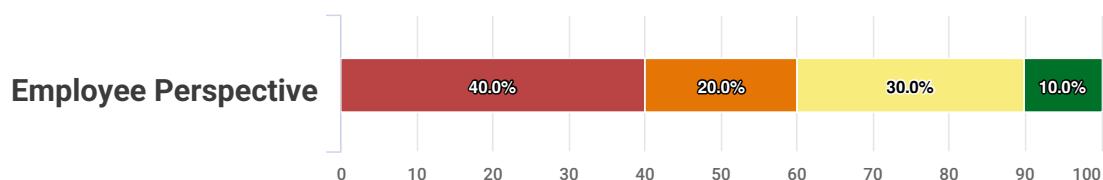
2. I am told about the impact of organizational change on my job.



Organization Team Prediction:

Serious Concerns

3. I have a say in how I will manage organizational changes that affect me.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

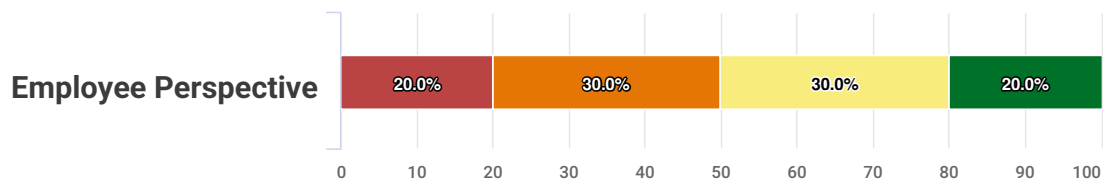
Organizational/Workgroup Culture

Examples of how organizational and workgroup culture may be a psychosocial hazard include:

- poor communication
- low levels of support for problem-solving and personal development
- lack of definition of, or agreement on, organizational objectives
- inconsistent and untimely application of policies and procedures, unfair decision-making

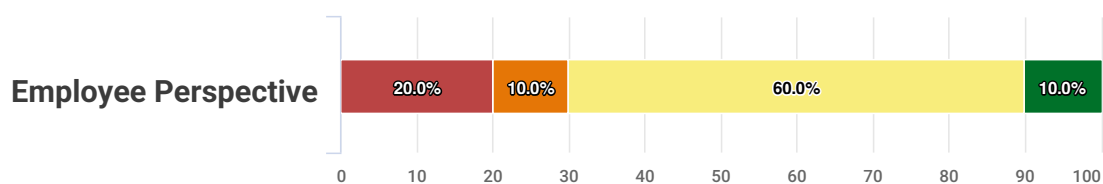
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I feel I am part of a community at work.



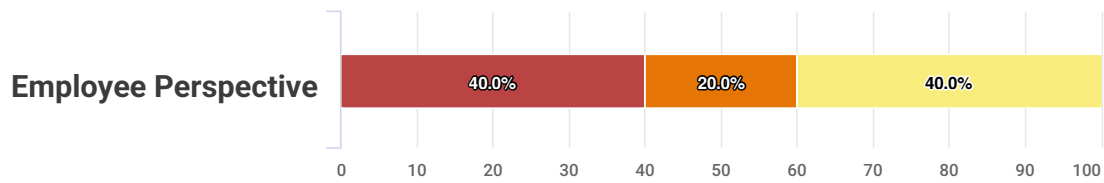
Organization Team Prediction: **Serious Concerns**

2. People in my workplace understand the importance of protecting employee psychological safety.



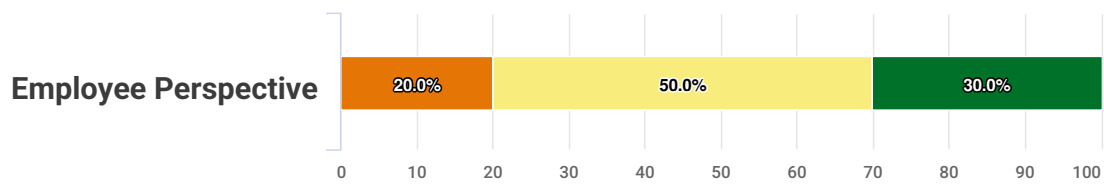
Organization Team Prediction: **Significant Concerns**

3. Management appointments consider the “people skills” necessary for specific positions.



Organization Team Prediction: **Relative Strengths**

4. When psychological risks are identified, my employer responds effectively.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

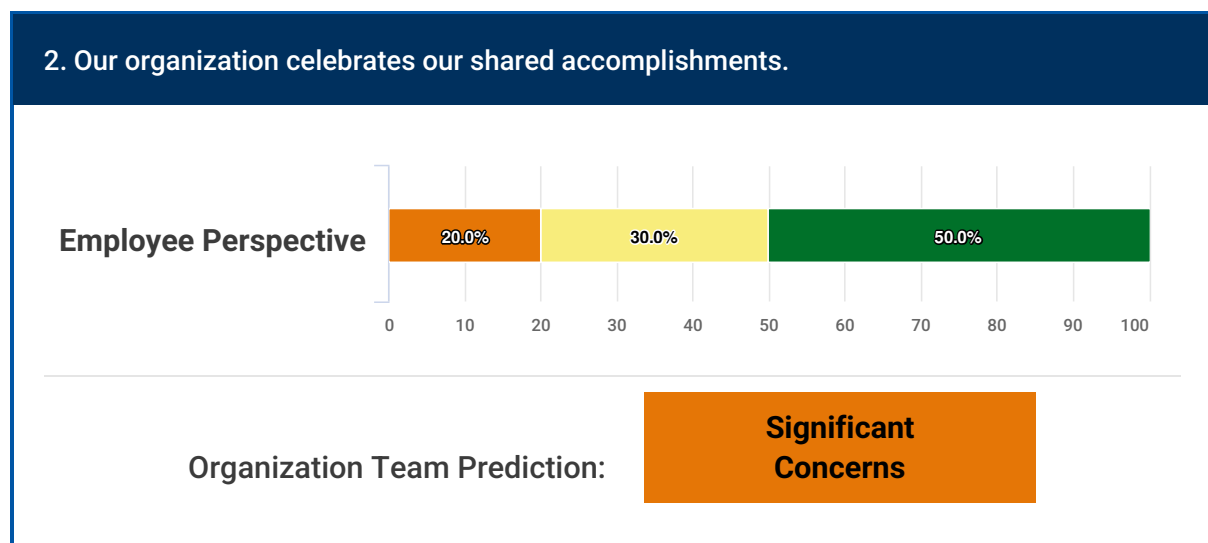
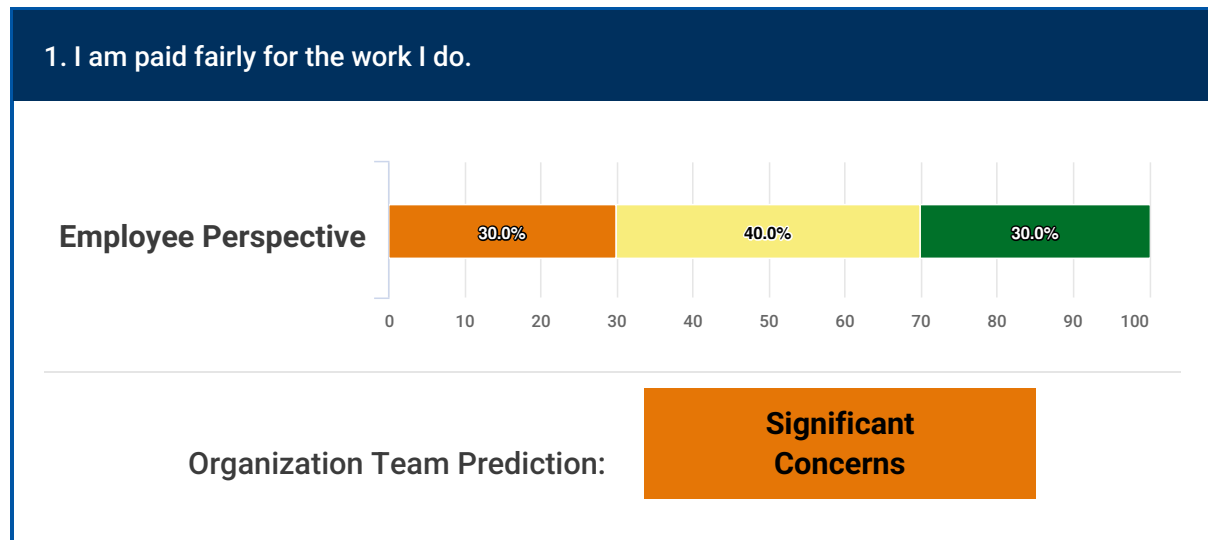
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Recognition and Reward

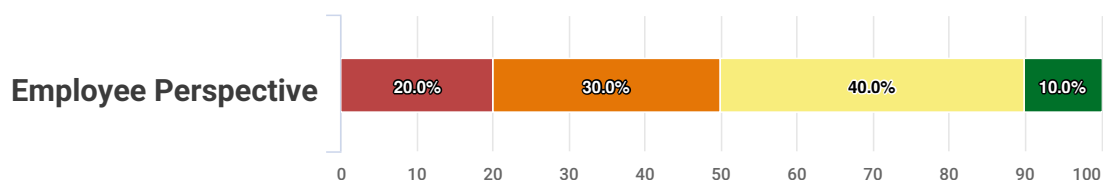
Examples of how recognition and reward may be a psychosocial hazard include:

- imbalance between workers' effort and formal and informal recognition and reward
- lack of appropriate acknowledgement and appreciation of workers' efforts in a fair and timely manner

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:



3. I am recognized for good performance.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Remote and Isolated Work

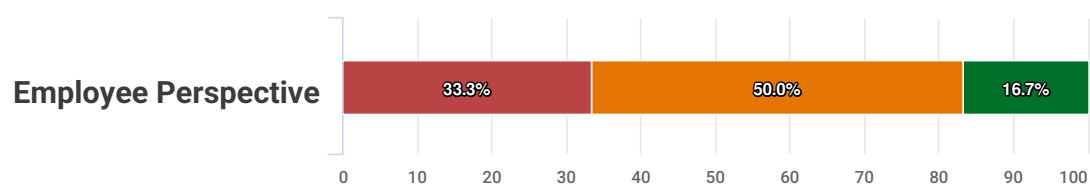
Examples of how remote and isolated work may be a psychosocial hazard include:

- working in locations that are far from home, family, friends and usual support networks (e.g., isolated working or “fly-in-fly-out” work arrangements)
- working alone in non-remote locations without social/human interaction at work (e.g., working at home)
- working in private homes (e.g., providing care or domestic roles in other people’s homes)

Only respondents who say yes to working remotely are included in this section.

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

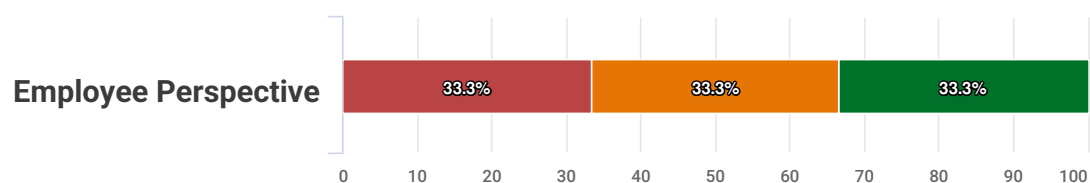
1. My home life suffers because of my work.



Organization Team Prediction:

Significant Concerns

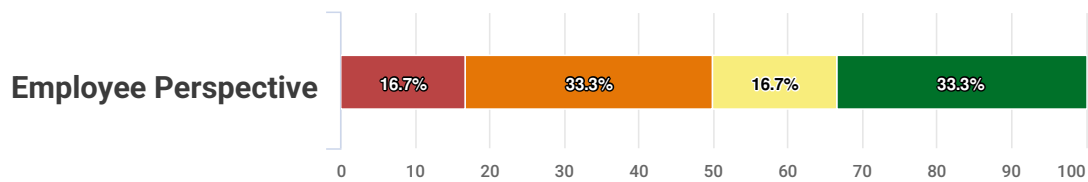
2. I feel lonely when working.



Organization Team Prediction:

Relative Strengths

3. I can do my job effectively with the tools and equipment provided.



Organization Team Prediction:

Significant Concerns

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

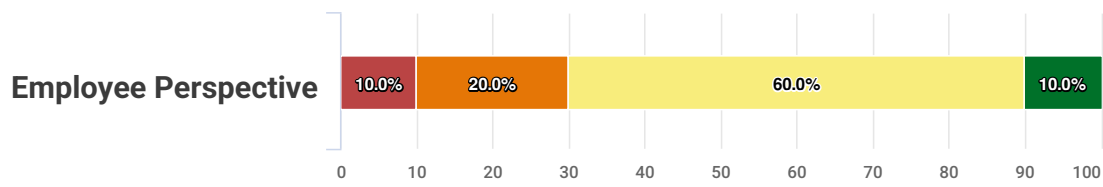
Roles and Expectations

Examples of how roles and expectations may be a psychosocial hazard include:

- role ambiguity
- role conflict
- duty of care for other people
- scenarios where workers do not have clear guidelines on the tasks they are expected to do (and not do)
- expectations within a role that undermine one another (e.g., being expected to provide good customer service, but also to not spend a long time with customers)
- uncertainty about, or frequent changes to, tasks and work standards
- performing work of little value or purpose

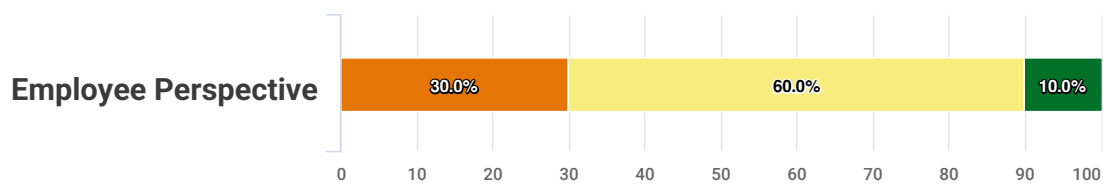
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I know what I am expected to do in my job.



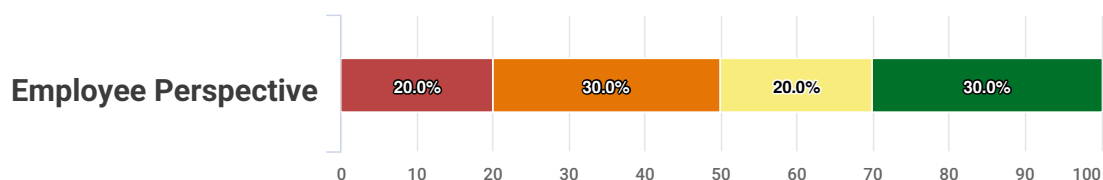
Organization Team Prediction: **Some Concerns**

2. I am informed of important changes that may impact how my work is done.



Organization Team Prediction: **Relative Strengths**

3. I am informed about important changes at work in a timely manner.



Organization Team Prediction:

Serious Concerns

Serious Concerns*

Significant Concerns*

Some Concerns **

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

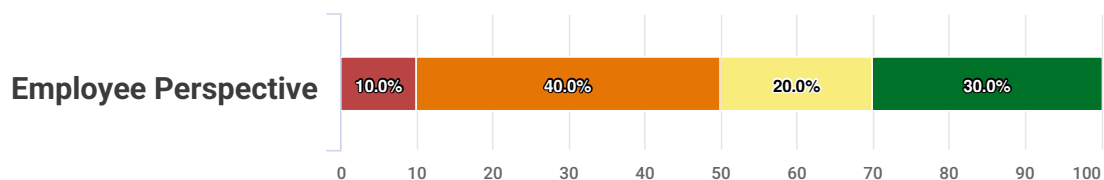
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how supervision may be a psychosocial hazard include:

- lack of constructive performance feedback and evaluation processes
- lack of encouragement/acknowledgement
- lack of communication
- lack of shared organizational vision and clear objectives
- lack of support and/or resources to facilitate improvements in performance
- lack of fairness
- misuse of digital surveillance

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

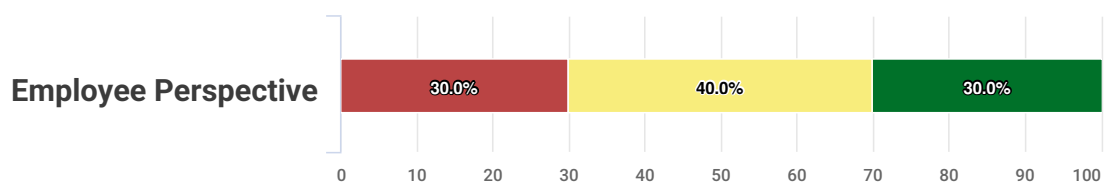
1. My supervisor supports me to do my job successfully.



Organization Team Prediction:

Significant Concerns

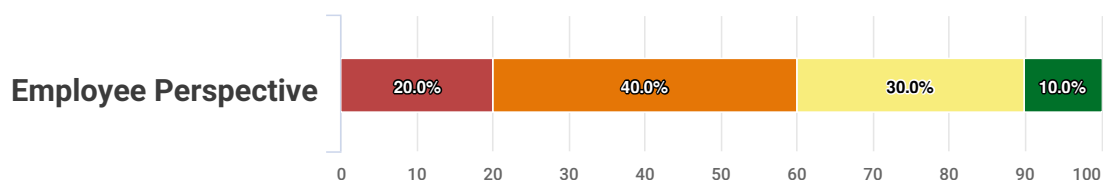
2. My supervisor supports my personal growth.



Organization Team Prediction:

Serious Concerns

3. My supervisor is open to my ideas for taking on new opportunities at work.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

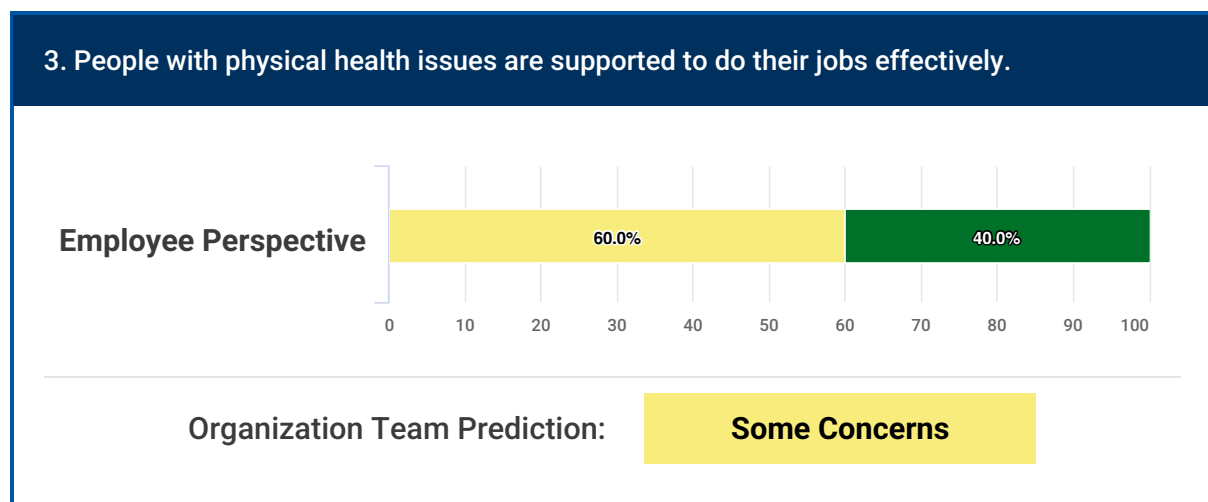
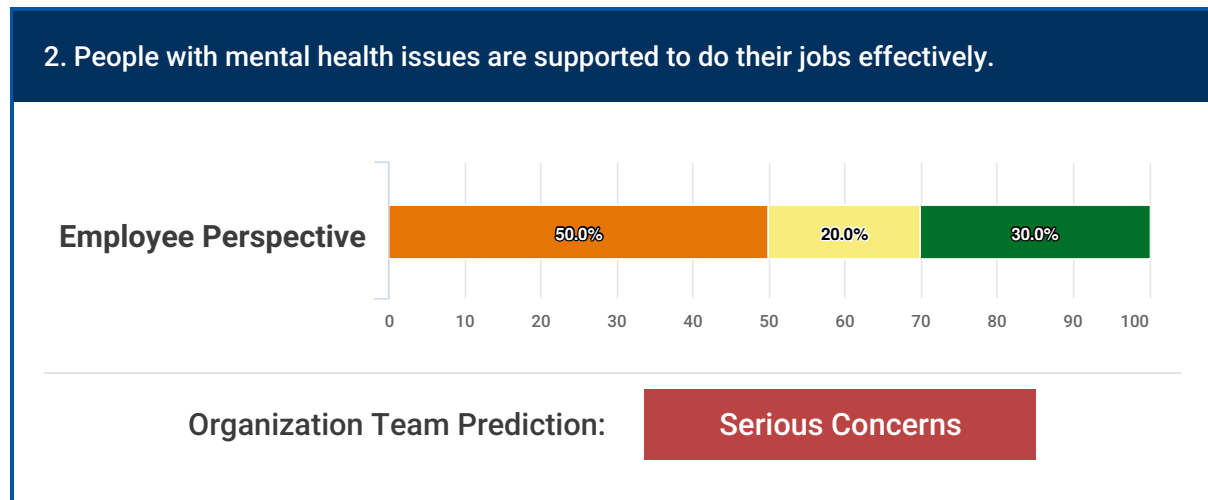
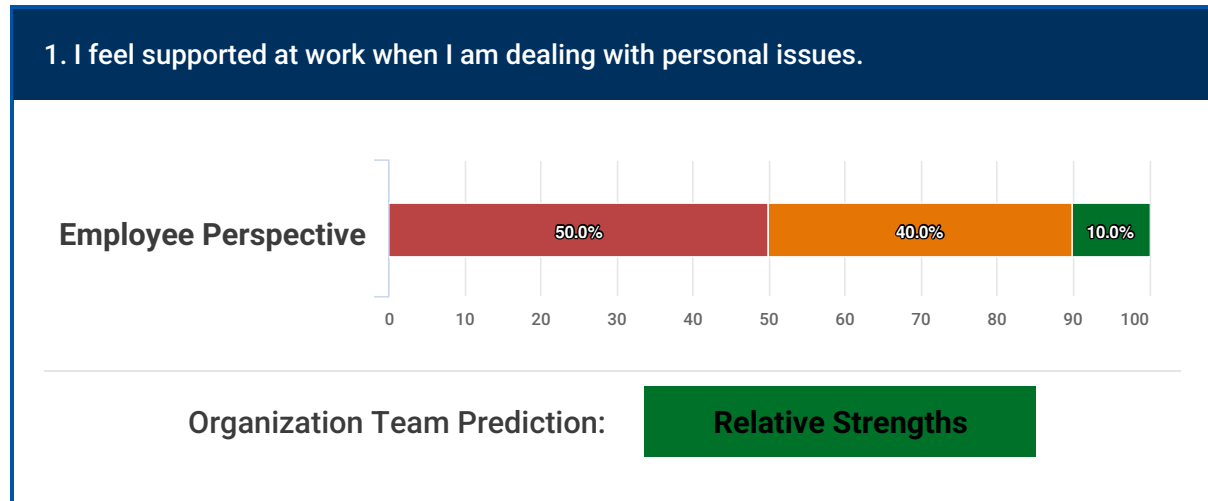
*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

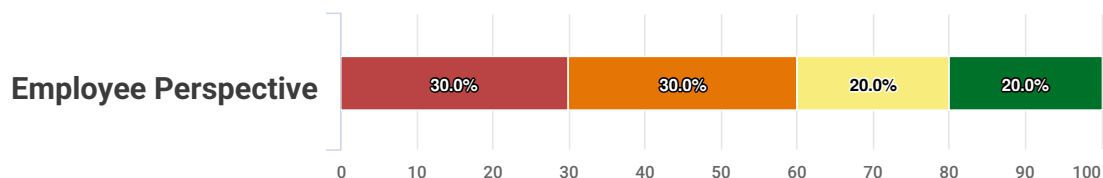
Examples of how support may be a psychosocial hazard include:

- lack of support from supervisors and co-workers
- lack of access to support services
- lack of information/training to support work performance

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:



4. My employer helps employees cope with workplace stress.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

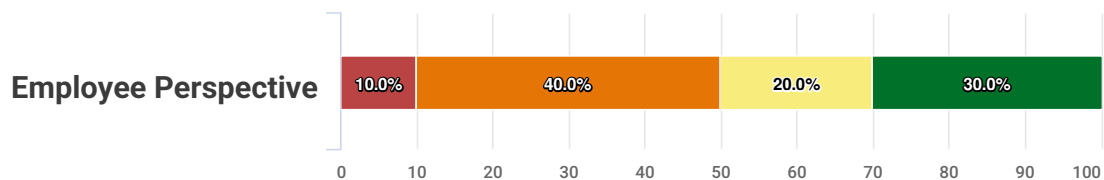
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how work environment, equipment and hazardous tasks may be a psychosocial hazard include:

- inadequate equipment availability, suitability, reliability, maintenance or repair
- poor workplace conditions such as lack of space, poor lighting and excessive noise
- lack of the necessary tools, equipment or other resources to complete work tasks
- working in extreme conditions or situations, such as very high or low temperatures, or at height
- working in unstable environments such as conflict zones

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1= Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

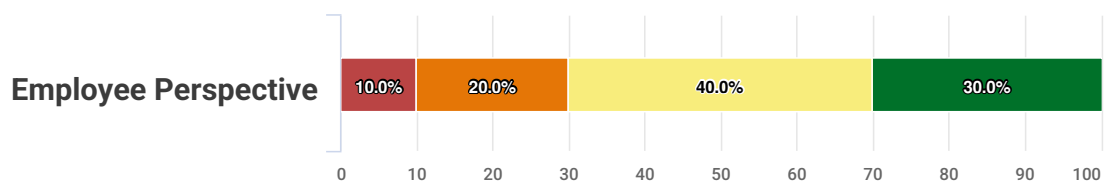
1. When physical risks are identified, my employer responds effectively.



Organization Team Prediction:

Relative Strengths

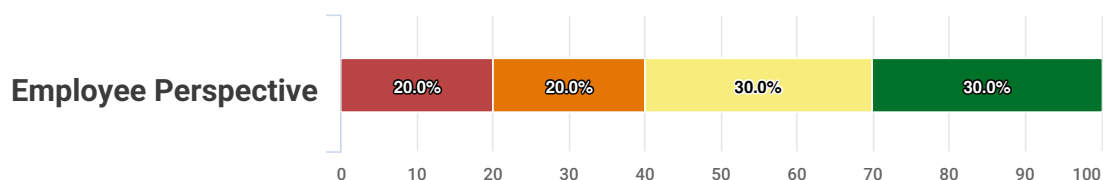
2. I have what I need to do my job safely.



Organization Team Prediction:

Relative Strengths

3. People at work understand the importance of protecting employee physical safety.



Organization Team Prediction: **Some Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

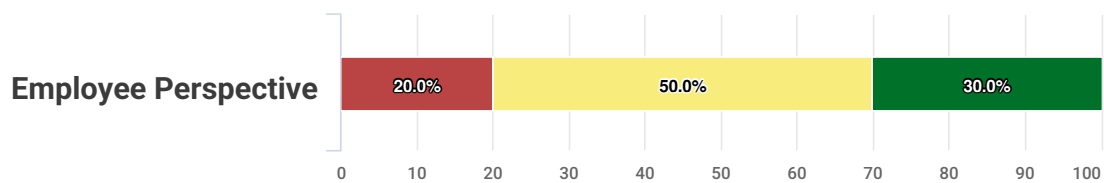
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how work/life balance may be a psychosocial hazard include:

- work tasks, roles, schedules or expectations that cause workers to continue working on their own time
- conflicting demands of work and home
- work that impacts the workers' ability to recover

Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

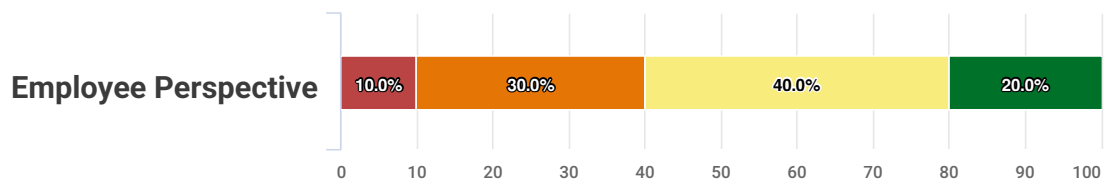
1. I am able to reasonably balance the demands of work and personal life.



Organization Team Prediction:

Significant Concerns

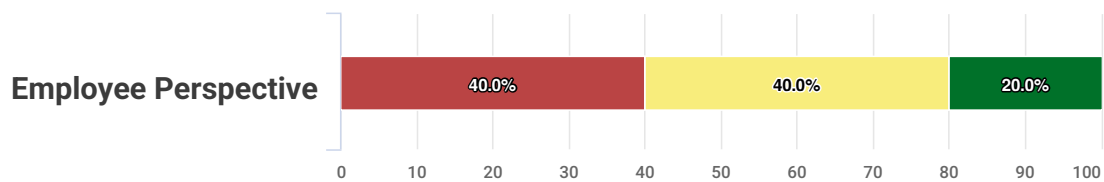
2. My employer promotes work-life balance.



Organization Team Prediction:

Some Concerns

3. I can talk to my supervisor when I am having trouble maintaining work-life balance.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

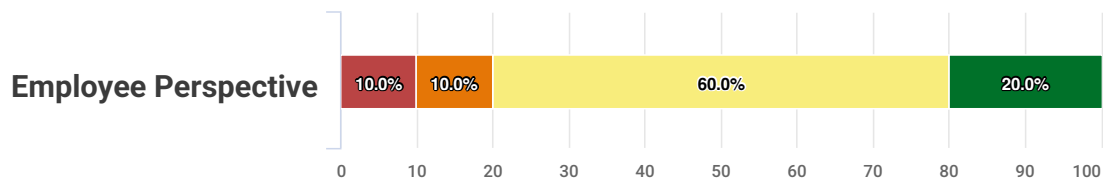
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how working hours and schedule may be a psychosocial hazard include:

- lack of variety of work
- shift work
- inflexible work schedules
- unpredictable hours
- long or unsociable hours
- fragmented work or work that is not meaningful
- continual requirements to complete work at short notice

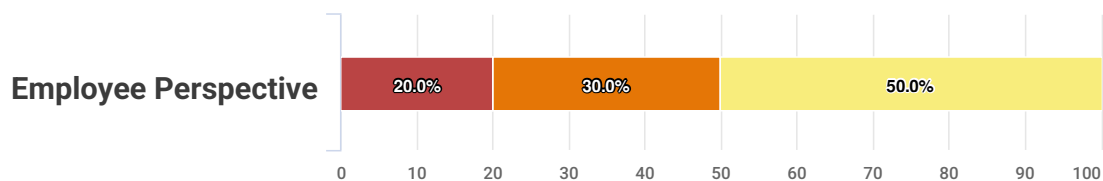
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. I am willing to give extra effort at work if needed.



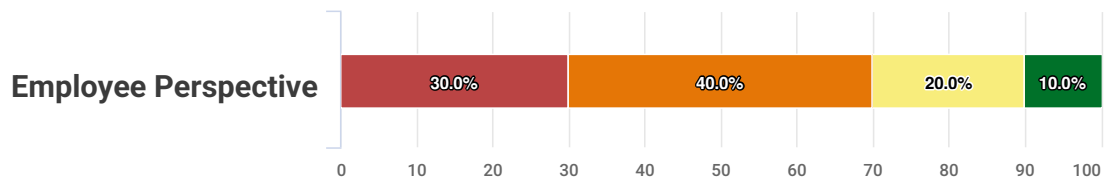
Organization Team Prediction: **Some Concerns**

2. I have sufficient time to complete my work.



Organization Team Prediction: **Some Concerns**

3. Deadlines are reasonable.



Organization Team Prediction:

Relative Strengths

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

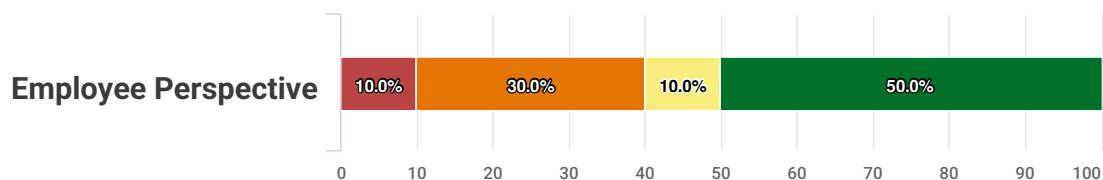
Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Examples of how workload and work pace may be a psychosocial hazard include:

- work overload or underload
- high levels of time pressure
- continually subject to deadlines
- machine pacing
- high level of repetitive work

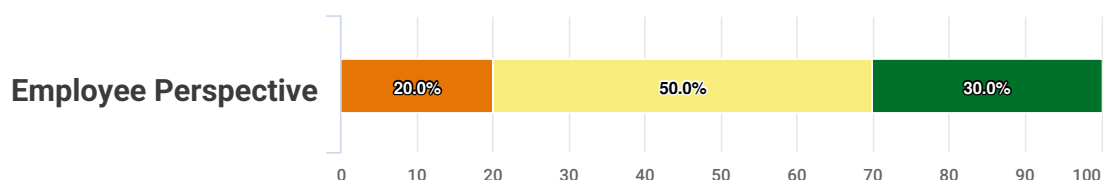
Employees were asked to rate the frequency with which they experienced each of the following statements on a 5-point scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always:

1. My employer encourages me to take my entitled breaks.



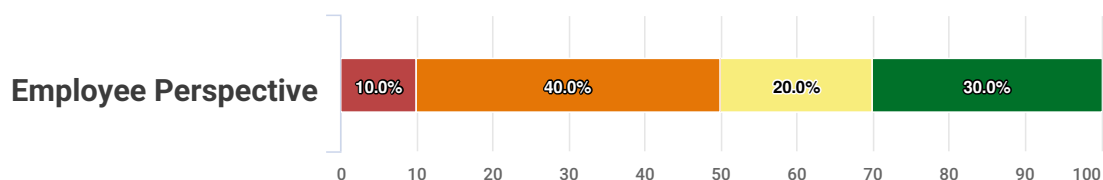
Organization Team Prediction: **Some Concerns**

2. The amount of work I am expected to do is reasonable for my position.



Organization Team Prediction: **Some Concerns**

3. I can talk to my supervisor about the amount of work I have to do.



Organization Team Prediction: **Serious Concerns**

Serious Concerns*

Significant Concerns*

Some Concerns**

Relative Strengths***

* Serious and Significant Concerns could require immediate attention. Review individual statements to understand more about the specific issues identified and share this information with senior leadership.

** Some Concerns indicate that this issue may happen Rarely for something negative or Often for something positive.

*** Relative Strengths indicate areas where the organization is currently doing well. Employees may have replied that something positive Always happens or something negative Never happens.

Note that some of the statements present more of a risk than others. For instance, if only one employee feels they are sometimes discriminated against, that can be a Serious Concern, but if only one employee feels their deadlines are sometimes not reasonable, that can be of Some Concern.

Appendix

Organization Information

Total number of employees, company-wide	300-499
Number of employees who completed this survey (total number of employee respondents)	21
Number of employees represented in this segmented report	10
Type of organization	Not-for-profit
Industry sector	Private sector

Demographic Results

Department/Branch

Percentage of total employee respondents (n= 10)

test dept	70.00%
test dept 2	30.00%

Province/Region

Percentage of total employee respondents (n= 10)

Alberta	20.00%
Nova Scotia	10.00%
Ontario	10.00%
Québec	10.00%
Africa	50.00%

What is your gender?

Percentage of total employee respondents (n= 10)

Man	20.00%
Non-binary	10.00%
Woman	60.00%
Prefer to self-describe	10.00%

Age Range

Percentage of total employee respondents (n= 10)

25 and under	10.00%
26-35	40.00%
36-45	20.00%
46-55	20.00%
66+	10.00%

Highest Level of Education Attained

Percentage of total employee respondents (n= 10)

Some High School	30.00%
Graduated University	40.00%
Some Post-Graduate Education	30.00%

Union Status

Percentage of total employee respondents (n= 10)

Yes	100.00%
-----	---------

Co-Worker Environment

Percentage of total employee respondents (n= 10)

Mostly work in a setting where other employees are present	30.00%
Mostly work alone	30.00%
I do about 50% of my work alone	40.00%

Seniority Level Within Company

Percentage of total employee respondents (n= 10)

Junior Level – a frontline employee	30.00%
Mid-Level – a lead, supervisor or manager	40.00%
Senior Level – a director, executive or owner	30.00%

Managerial Role

Percentage of total employee respondents (n= 10)

Yes	60.00%
No	40.00%

Number of Employees INDIRECTLY Supervised on a Day-to-Day Basis

Percentage of total employee respondents (n= 6)

0	16.67%
11-20	16.67%
21-50	50.00%
51-100	16.67%

Number of Employees DIRECTLY Supervised on a Day-to-Day Basis

Percentage of total employee respondents (n= 6)

1-5	16.67%
6-10	16.67%
11-20	33.33%
21-50	33.33%

Length of Time with Present Employer (in any capacity)

Percentage of total employee respondents (n= 10)

1 year to <2 years	30.00%
2 years to <4 years	10.00%
4 years to <6 years	20.00%
15 years to < 20 years	20.00%
20 years to <25 years	10.00%
30 years to <35 years	10.00%

Length of Time in Current Position with Present Employer

Percentage of total employee respondents (n= 10)

6 months to <1 year	10.00%
2 years to <4 years	20.00%
4 years to <6 years	20.00%
8 years to <10 years	20.00%
10 years to <15 years	10.00%
15 years to < 20 years	10.00%
20 years to <25 years	10.00%

Shift-Work Status

Percentage of total employee respondents (n= 10)

Yes	40.00%
No	50.00%
Prefer not to answer	10.00%

Type(s) of Shift(s) Worked

Percentage of total employee respondents (n= 4)

Morning	25.00%
Afternoon	50.00%
Evening	50.00%
Night	25.00%

Total Number of Hours Worked per Week

Percentage of total employee respondents (n= 10)

20-29 hours	10.00%
30-39 hours	70.00%
40-49 hours	20.00%

Current Employment Status

Percentage of total employee respondents (n= 10)

Full-time permanent (30 or more hours per week) - including if on leave, such as parental, educational or disability	80.00%
Part-time permanent (less than 30 hours per week) - including if on leave, such as parental, educational or disability	20.00%

Are you Indigenous or a member of a visible minority (a racialized group)?

Percentage of total employee respondents (n= 10)

Yes	50.00%
No	50.00%

Are you 2SLGBTQI+?

Percentage of total employee respondents (n= 10)

Yes	20.00%
No	70.00%
Prefer not to answer	10.00%

Are you an immigrant to this country?

Percentage of total employee respondents (n= 10)

Yes	30.00%
No	60.00%
Prefer not to answer	10.00%

Are you living with a physical and/or mental disability (invisible or visible)?

Percentage of total employee respondents (n= 10)

Yes	20.00%
No	60.00%
Prefer not to answer	20.00%

Are you a caregiver of children or adults?

Percentage of total employee respondents (n= 10)

Yes	20.00%
No	50.00%
Sometimes	20.00%
Prefer not to answer	10.00%

Next Steps



Congratulations!

You now have a snapshot of employees' experiences with psychological health and safety in your workplace.

It is ideal to take some immediate action to demonstrate your organization's commitment to responding to the results. Something as simple as [subscribing to free mental health awareness emails](#) and forwarding them to your employees could help.

As defined in the National Standard of Canada on Psychological Health and Safety in the Workplace, a critical element is to engage employees at all levels in developing and implementing the actions. This cannot be a paper exercise or rely solely on policy changes. The [On the agenda workshop series](#) can help you facilitate productive conversations.

The next step is to analyze your employee feedback and decide which actions your organization wants to prioritize. The [Psychological health and safety change process](#) will guide you in making both practical and effective choices. Many free and relevant resources are also provided.

Health and safety in workplaces requires a continual improvement approach. Psychological health and safety is no different. It is unlikely you will ever achieve perfection, but with ongoing assessment, action and evaluation, you can have a psychologically healthy and safe workplace.

Next step resources

[Free mental health awareness emails](#)

[On the agenda workshop series](#)

[Psychological health and safety change process](#)