



Your next step in psychological health and safety

De-mystifying and using strategy

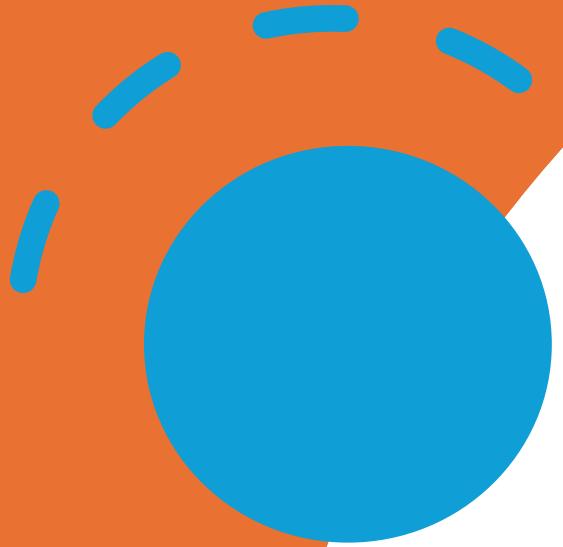
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Poll





Round table

1. What is your name / org?
2. What do the poll results say to you?



PHS & ladders

- You can't jump rungs
- There may be rungs missing you need to create or get help to create.

PHS Maturity self-assessment

	Minimum / compliance (1)	Early stages (2)	Leading practices (3)
Who	Isolated people in org “off the side of their desk”	“Out of scope” team tasked with psychological health & safety (PHS) No or very little OHC awareness	Senior management takes responsibility, delegates w/ accountability, tracks key metrics Employee participation in PHS
Company messaging	Absent	Awareness days, passive promotion of company resources “Take care of yourself”	People matter more than production and your [psychological] well-being is a priority. Invite dialogue about working conditions.
Services	+/- passive benefits (EAP, health benefits, sick time, disability benefits)	Mental health aware RTW coordination Targeted mental health benefits Flexible work policy	Stay @ work/RTW accommodations Employee resource groups Peer support program (app, MHFA, etc.)
Education	None or passive	Mental health awareness during workday Little training in leadership One-off education not integrated into business practices (low benefit)	Training leaders in leadership & PHS Leadership accountability for PHS (including harassment, leadership quality, communication, etc.) Employee training in hazardous tasks
Policies & practices	Legislative compliance for violence and harassment with little monitoring	Data awareness Reactive response to PHS hazards Employee experience feedback without strategic management action.	PHS policy statement & strategy w/ objectives Tracking and using pertinent data including employee experience @ work PHS hazard identification & control program Compliance to National Standard



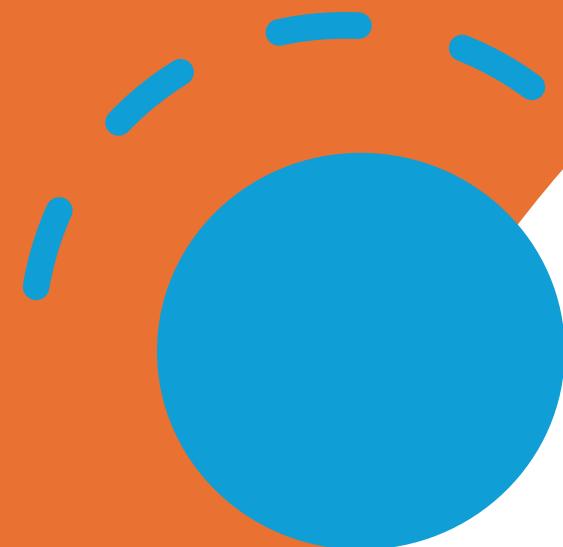
Your next steps

- Assess maturity (poll)
- Inventory: what do you have?
- Where are the gaps?
- Where is our momentum?
- What are the barriers?
- What is the next logical step?
- Set goals and re-evaluation date.

Getting help continuum

- Wayfinding (pre-contemplative, contemplative)
- Ad hoc support (education/training, inspirational talks)
- Professional consultant or employee accountable for specific deliverables.





Thank you!

Happy to connect

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