



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

How can the Standard help your organization succeed?

What is the Standard?

A free, highly credible framework for creating and sustaining a psychologically healthy and safe workplace.

Features:

- Based on *best practice* and *joint responsibility*
- Focuses on *reducing the risk* of psychological harm and promoting psychological health for *all employees*
- Outlines an *integrated system* for managing work in a psychologically healthy and safe way
- Includes guidance, tools and resources for *staged implementation*
- Applicable to *any size and type* of organization

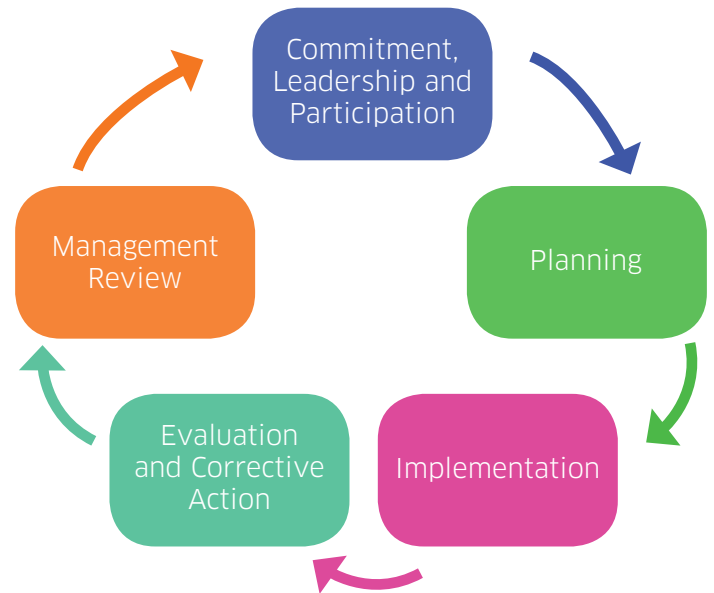
Get Started:

“Companies with a positive return have already started implementing elements of the Standard”

- *The ROI in workplace mental health programs: Good for people, good for business, Deloitte, 2019*

Elements for successful implementation:

- Secure a champion
- Gain leadership support
- Develop a policy
- Take stock of what's already in place
- Establish a baseline and objectives
- Equip front-line supervisors
- Engage employees
- Develop a multi-year plan



Questions?

Contact Liz Horvath
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Download

The Standard and access
other free resources:
csa.ca/z1003

Assembling the Pieces:
An Implementation Guide to the Standard
mentalhealthcommission.ca/implementing-standard

Benefits of a Psychologically Healthy and Safe Workplace include:

Reduced:

- Absenteeism
- Presenteeism
- Errors
- Injuries/illnesses
- Disability claims
- Workplace conflict
- Turnover
- Legal implications

Improved:

- Working environment
- Working relationships
- Employee engagement
- Productivity and quality
- Customer service
- Talent attraction and retention
- Public perception



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Being a Mindful Employee: Balance

What can *you* do?

Engage in open communication with your supervisor, family and friends to help manage the balance between work and personal demands.



We can all contribute to positive psychological health and safety.



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Being a Mindful Employee: Civility & Respect

What can *you* do?



Show esteem,
care and
consideration.

Respect the
perspective of
others.

Acknowledge
each person's
dignity.

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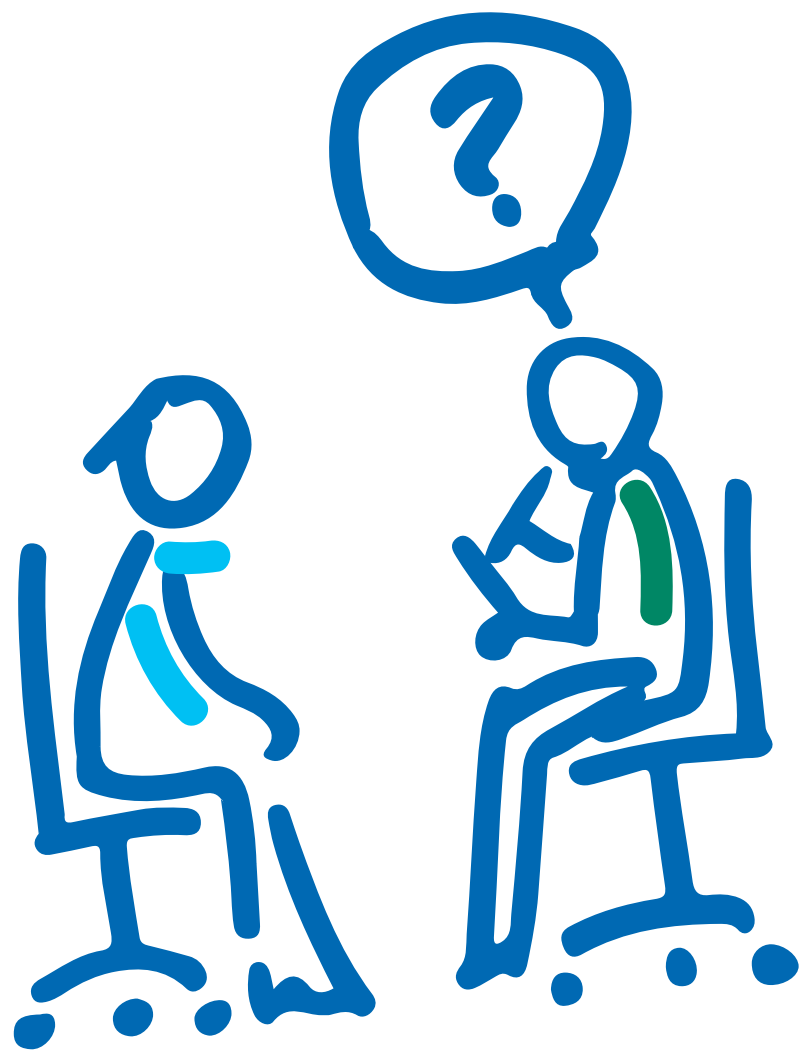
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Being a Mindful Employee: Clear Leadership & Expectations

What can *you* do?

Ensure you understand what is being asked of you by maintaining good two-way communication.

Strive to clarify any issues that arise.



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Being a Mindful Employee: Engagement

What can *you* do?

Make a reasonable effort to get involved in events or activities taking place in your workplace.



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Being a Mindful Employee: Growth and Development

What can *you* do?

Be proactive
and seek out
opportunities
to improve
your skills and
competence.



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Being a Mindful Employee: Involvement and Influence

What can *you* do?

Share your opinion when asked.
Offer alternatives and solutions
in a way that respects the ideas
and opinions of others.



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Being a Mindful Employee: Organizational Culture

What can *you* do?



Try to be understanding of co-workers' concerns.

Consider how your behaviour could impact the psychological health and safety of your colleagues.

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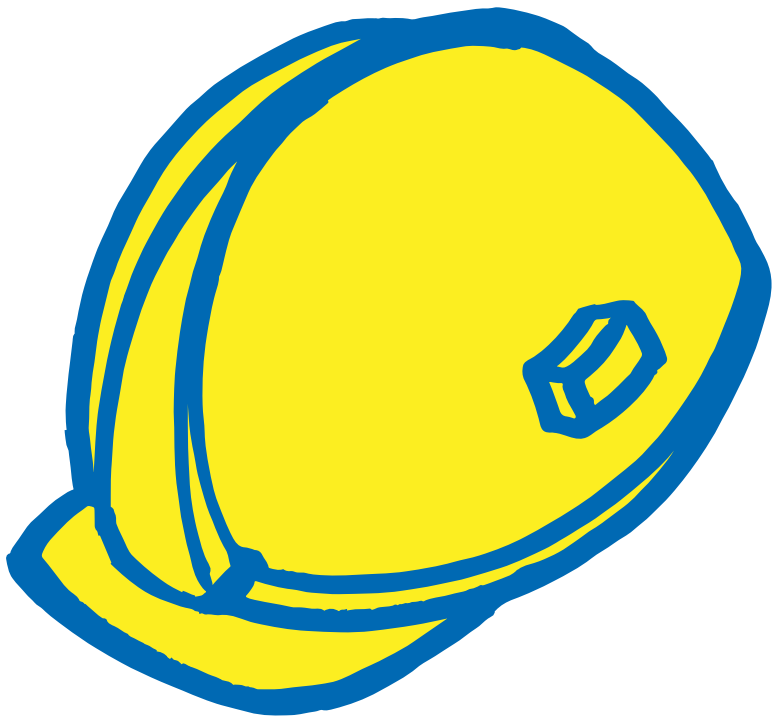


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Being a Mindful Employee: Protection of Physical Safety

What can *you* do?



Ensure that management is made aware of any hazards.

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Being a Mindful Employee: Psychological and Social Support

What can *you* do?

If you notice someone is struggling, take time to approach them.



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Being a Mindful Employee: Psychological Demands

What can *you* do?

Make a list of demands that may require additional support and discuss with your supervisor.

Seek out guidance from someone who has learned to manage similar demands.



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Being a Mindful Employee: Psychological Protection

What can *you* do?



Speak up when you witness violent, aggressive, or inappropriate behaviours or actions.

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Being a Mindful Employee: Recognition and Reward

What can *you* do?



Take the time
to recognize
and appreciate
others for their
efforts and
contributions.

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Being a Mindful Employee: Workload Management

What can *you* do?

Create a
workplace
plan and
discuss with
your
manager or
supervisor.



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