

What is Guarding Minds @ Work?

Guarding Minds @ Work (GM@W) is a free, evidence-based strategy that helps employers protect and promote psychological safety and health in their workplace. GM@W provides a comprehensive set of resources that employers can use to easily assess and address 12 psychosocial risk (PSR) factors known to have a powerful impact on organizational health, the health of individual employees, and the financial bottom line. The 12 PSRs were identified by researchers from the Faculty of Health Sciences at Simon Fraser University on the basis of extensive research and review of empirical data from national and international best practices. In addition, the factors were determined based on existing and emerging Canadian case law and legislation. Guarding Minds @ Work is available to all employers - large or small, in the public or private sector - at no cost.

GM@W is a response to current and emerging legal requirements in Canada for the protection of employee mental health and the promotion of civility and respect at work. Legal standards increasingly require employers to develop comprehensive strategies for ensuring a psychologically safe workplace. Prudent employers need to develop policies and programs that meet these new legal standards.

GM@W includes an organizational audit, multiple employee surveys, action tools, and evaluation templates.

ASSESSMENT RESOURCES

Organizational Audit: Organizational Audit Sheets are provided for each of the 12 psychosocial risk factors. The Audit is typically completed by business owners, senior managers or human resource professionals. The Organizational Audit complements the PSR-12 Employee Survey.

Initial Scan Survey: The Initial Scan is a 6-item employee questionnaire that provides a snapshot of potential risk areas. The Initial Scan is a precursor to the more comprehensive PSR-12 Employee Survey.

PSR-12 Employee Survey: The PSR-12 Employee Survey is a comprehensive, 60-item questionnaire administered to all employees within an identified organization and/or work unit. The PSR-12 provides an index of performance across the 12 key risk factors.

ACTION STRATEGIES

Risk Report Card: The Risk Report Card provides a visual summary of PSR-12 Employee Survey results that serve to guide development of the action strategy.

Effective Actions: The Effective Actions document provides a range of actions that have demonstrated practical and scientific value for each of the 12 psychosocial factors.

Action Planning Worksheet: The Action Selection Worksheet provides criteria for selecting the best actions for your organization, as well as guidance on developing an action plan.

EVALUATION CRITERIA

Evaluation Worksheet: The Evaluation Worksheet provides a framework for determining whether selected actions have been effective.

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