

GM@W Survey

What is GM@W?

Guarding Minds @ Work (GM@W) is a unique, evidence-based, comprehensive set of resources designed to effectively assess and address psychological health and safety in the workplace. A psychologically healthy and safe workplace is one that promotes employees' psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts.

You are being asked to complete this survey because your workplace is undertaking a review of its psychological health and safety. Employee input is a critical component of this review.

Survey Instructions: This survey contains 68 statements about common work experiences. The statements cover a range of topics including work responsibilities, work relationships, and leadership.

Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

When responding to these statements, please keep the following in mind:

- Answer based on your own personal experiences in your current job.
- Choose the answer that is true most of the time.
- This survey is concerned with your thoughts, opinions and feelings. If you are unsure of an answer, please select the option that you believe is most likely to be true.
- These statements use the terms 'employee', 'staff', 'supervisor', 'management' and 'employer', however your workplace may use different language to describe these roles. Please respond keeping in mind the terms appropriate for your workplace.

Please note: Your answers are anonymous and individual responses will be kept confidential.

This questionnaire takes 10 to 15 minutes to complete.

Strongly Agree
4
Somewhat Agree
3
Somewhat Disagree
2
Strongly Disagree
1

	Strongly Agree 4	Somewhat Agree 3	Somewhat Disagree 2	Strongly Disagree 1
1. My employer offers services or benefits that adequately address my psychological and mental health.				
2. All people in our workplace are held accountable for their actions.				
3. In my job, I know what I am expected to do.				
4. People treat each other with respect and consideration in our workplace.				
5. Hiring/promotion decisions consider the “people skills” necessary for specific positions.				
6. I receive feedback at work that helps me grow and develop.				
7. My immediate supervisor appreciates my work.				
8. I am able to talk to my immediate supervisor about how I do my work.				
9. The amount of work I am expected to do is reasonable for my position.				
10. I enjoy my work.				
11. My employer encourages me to take my entitled breaks (e.g., lunchtime, sick time, vacation time, earned days off, parental leave).				
12. My employer is committed to minimizing unnecessary stress at work.				
13. Management takes appropriate action to protect my physical safety at work.				
14. My supervisor would say or do something helpful if I looked distressed while at work.				
15. People at work show sincere respect for others’ ideas, values and beliefs.				
16. Leadership in my workplace is effective.				
17. Our workplace effectively handles “people problems” that exist between staff.				
18. My company hires people who fit well within the organization.				
19. My supervisor is open to my ideas for taking on new opportunities and challenges.				
20. I am paid fairly for the work I do.				
21. I have some control over how I organize my work.				
22. I can talk to my supervisor about the amount of work I have to do.				

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Strongly Agree
4
 Somewhat Agree
3
 Somewhat Disagree
2
 Strongly Disagree
1

	Strongly Agree 4	Somewhat Agree 3	Somewhat Disagree 2	Strongly Disagree 1
23. I am willing to give extra effort at work if needed.				
24. I am able to reasonably balance the demands of work and personal life.				
25. My immediate supervisor cares about my emotional well-being.				
26. My employer offers sufficient training to help protect my physical safety at work (emergency preparedness, safe lifting, violence prevention).				
27. I feel supported in my workplace when I am dealing with personal or family issues.				
28. Difficult situations at work are addressed effectively.				
29. I am informed about important changes at work in a timely manner.				
30. People from all backgrounds are treated fairly in our workplace.				
31. I have the social and emotional skills needed to do my job well.				
32. I have the opportunity to advance within my organization.				
33. My company appreciates extra effort made by employees.				
34. My opinions and suggestions are considered at work.				
35. I have the equipment and resources needed to do my job well.				
36. My work is an important part of who I am.				
37. My employer promotes work-life balance.				
38. My employer makes efforts to prevent harm to employees from harassment, discrimination or violence.				
39. When physical accidents occur or physical risks are identified, my employer responds effectively.				
40. My workplace supports employees who are returning to work after time off due to a mental health condition.				
41. I feel that I am part of a community at work.				
42. My supervisor provides helpful feedback on my performance.				
43. Unnecessary conflict is kept to a minimum in our workplace.				

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Strongly Agree
4
Somewhat Agree
3
Somewhat Disagree
2
Strongly Disagree
1

44. My supervisor believes that social skills are as valuable as other skills.				
45. My company values employees' ongoing growth and development.				
46. Our organization celebrates our shared accomplishments.				
47. I am informed of important changes that may impact how my work is done.				
48. My work is free from unnecessary interruptions and disruptions.				
49. I am committed to the success of my organization.				
50. I can talk to my supervisor when I am having trouble maintaining work-life balance.				
51. I would describe my workplace as being psychologically healthy.				
52. I have the equipment and tools I need to do my job in a physically safe way (protective clothing, adequate lighting, ergonomic seating).				
53. People in my workplace have a good understanding of the importance of employee mental health.				
54. Employees and management trust one another.				
55. My organization provides clear, effective communication.				
56. My workplace has effective ways of addressing inappropriate behaviour by customers or clients.				
57. My position makes good use of my personal strengths.				
58. I have the opportunity to develop my "people skills" at work.				
59. My employer values my commitment and passion for my work.				
60. My employer encourages input from all staff on important issues related to their work.				
61. I have control over prioritizing tasks and responsibilities when facing multiple demands at work.				
62. I am proud of the work I do.				
63. I have energy left at the end of most workdays for my personal life.				

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Strongly Agree
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Somewhat Agree
3
Somewhat Disagree
2
Strongly Disagree
1

- | | | | | |
|---|--|--|--|--|
| 62. My employer deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence). | | | | |
| 63. My employer responds appropriately when workers raise concerns about physical safety. | | | | |

Specific Areas of Concern:

- In my workplace, I am experiencing discrimination because of my cultural/ethnic background, disability, sexual orientation, gender or age.
 Yes No
- In my workplace, I am being bullied or harassed, either verbally, physically or sexually.
 Yes No
- In my workplace, I am being treated unfairly because I have a mental illness.
 Yes No