

GM@W Organizational Review Worksheet

PF12: PSYCHOLOGICAL PROTECTION

OBJECTIVE: A work environment where employees' psychological safety is ensured.

What are the benefits of effectively addressing Psychological Protection?

- ✓ Reduced costs from work absence (e.g., sick time, disability costs)
- ✓ Reduced conflict
- ✓ Fewer job-related errors, incidents, accidents and injuries
- ✓ Fewer grievances and reduced legal liability

What information may be helpful to refer to or collect?

- 📎 Data on length and costs of absence from work
- 📎 Policies/processes related to staff relations (e.g., respectful workplace, harassment)
- 📎 Documentation of incidents of inappropriate behaviour by customers/clients
- 📎 Rates of staff complaints, grievances and litigation

How would you describe your workplace/work unit? *(select all that apply; this will help you answer questions below)*

Risk Management/Policies & Procedures

- Company ethics, values and privacy statements
- Policies that address harm to employees (e.g., harassment, discrimination, violence)
- Annual review of policies, processes and procedures
- Zero tolerance for inappropriate behaviour

Risk Response/Prevention of Unnecessary Stress & Harm

- Execution and consistent administration of policies pertaining to harassment, discrimination and violence
- Mechanisms for conflict resolution
- Staff training on harassment, discrimination and violence at work

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Please answer the questions below with respect to your workplace:	4	3	2	1
1. Our workplace is committed to minimizing unnecessary stress at work.				
2. Immediate supervisors care about employees' emotional well-being.				
3. Our organization makes efforts to prevent harm to employees from harassment, discrimination or violence.				
4. Employees would describe our workplace as being psychologically healthy.				
5. Our workplace deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).				

PF1 GM@W Organizational Review Score (from above): _____ (5 to 20)

PF1 GM@W Survey Score (if applicable, from the GM@W Survey Results): _____ (5 to 20)

Serious Concerns = 5 to 9 **Significant Concerns = 10 to 13** **Minimal Concerns* = 14 to 16** **Relative Strengths** = 17 to 20**

* Although this is a Minimal Concern, it is important to attend to it and review the GM@W Organizational Review Results and the GM@W Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the GM@W Organizational Review Results and the GM@W Survey Results for any additional or individual-identified areas of concern.

If there is a difference between the GM@W Organizational Review Score and the GM@W Survey Score, what may be contributing to the difference (e.g., lack of knowledge or understanding, communication gaps)?

Do issues related to Psychological Protection present a greater risk to particular groups of employees (e.g., new employees, certain jobs, shift workers, etc.)?

What are the strengths in your workplace in terms of Psychological Protection (e.g., what do you do well, what should you continue doing)?

What could your workplace do to improve in this area (e.g., what could you do more of, what could you do less of)?

Is further action required? YES NO

If YES, see *GM@W Suggested Responses: PF12*