



Creating and Celebrating Mentally Healthy Workplaces

Psychosocial Hazards

Who is Responsible for Managing Safety Hazards in Today's Workplace?

Ineffective management of psychosocial hazards and risks in the workplace can lead to a higher likelihood of psychological and physical injuries, incidents, and errors. Therefore, when assessing the risk of musculoskeletal and traumatic injuries, it is beneficial to consider the psychosocial hazards, risks, and controls specified in the code of practice for managing these hazards.

Creating a systematic approach to managing psychosocial hazards and risks will enable the business to meet its WHS obligations. This will also minimise disruptions and expenses associated with work-related injuries, potentially enhancing WHS and overall organisational performance and productivity. Crucially, businesses do not want to see their employees harmed simply for doing their jobs.

Psychological Safety



Why Psychological Safety Matters in Today's Workplace!

Imagine being part of a team sport where you can take a bold leap or suggest a new strategy without fearing ridicule or reprimand. Now, let's bring that feeling of safety into the workplace—this idea is psychological safety. It's all about creating a space where everyone feels comfortable sharing their thoughts, questions, concerns, or mistakes without worrying about criticism or embarrassment. In today's vibrant work environments, where teamwork and creativity are essential for success, fostering psychological safety is not just helpful; it's essential!

Psychological safety evolves gradually. When present, team members feel free to be themselves, believing they can take measured risks, and they can and should admit and discuss mistakes, openly address problems and tough issues, seek help and feedback, trust that no one on the team is out to get them, and trust that they are a valued member of the team.



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Training and Workshops

At Our Minds at Work, we provide interactive, in-person and online training tailored for organisations seeking to enhance their mental health and interpersonal communication competencies. This offering is expertly complemented by our Mental Health First Aid, Psychological Safety, and Psychosocial Hazards Training, along with our approachable Mental Well-being Calendar strategies.

- ✓ Nearly all leaders, 97%, indicated their intention to implement what they've learned at work.
- ✓ It's encouraging that 95% of managers feel more or at least quite confident discussing workplace mental health with their teams!
- ✓ It's terrific to see that 89% of employees have reported using at least one strategy from the training or calendar!

Introduction To Psychological Safety and Psychosocial Hazards

This program is designed for team members who wish to make a positive impact by preventing, identifying, and managing psychosocial hazards while thriving in an environment that promotes psychological well-being and safety!

- **Understanding Psychosocial Risks:** Explore the key psychological and social hazards and examine how these hazards manifest in your specific workplace context.
- **Psychological Safety:** Understand the importance of psychological safety in reducing psychosocial risk and learn how to foster a psychologically safe environment.

<i>Format: Interactive Face-2-Face</i>	<i>Duration: 90 mins</i>	<i>Participants: Min 6</i>
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Participating in enjoyable group activities founded on evidence-based learning will significantly enhance our participants' educational experience, rendering it memorable, engaging, and satisfying.



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Psychological Safety and Psychosocial Hazards for Managers

This program is intended for managers and supervisors of small teams who want to make a positive difference by preventing, identifying, and managing psychosocial hazards, while fostering an environment that enhances their team's psychological well-being and safety.

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- **Psychological Safety:** Understand the importance of psychological safety in reducing psychosocial risk and learn how to foster a psychologically safe environment.

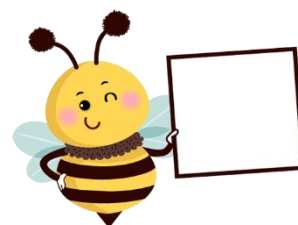
Workplaces prioritising mental health have lower compensation claims, enhanced productivity, and increased employee retention.

- ✓ Identify workplace-specific psychosocial hazards, as outlined in the Safe Work Code of Practice for managing psychosocial hazards at work.
- ✓ Recognise the potential impact of psychosocial risk on well-being, productivity, and workplace culture.
- ✓ Identify key focus areas and employ practical strategies to reduce psychosocial risks and promote resilience.

<i>Format: Interactive Face-2-Face</i>	<i>Duration: 120 mins</i>	<i>Participants: Max 6</i>
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Psychological Safety and Psychosocial Hazards for Leaders:

A 60-minute consultation for business leaders to discuss and develop a workplace Mental Well-being Calendar, which can be implemented following the Psychological Safety and Psychosocial sessions facilitated by Our Minds at Work.



<i>Format: Video Conferencing</i>	<i>Duration: 60 mins</i>	<i>Participants: Max 2</i>
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Supporting people leaders develop confidence and skills to assist their team's mental health, engage in safe conversations, and cultivate a culture of care and prevention.