Healthy Minds:
The 13 Factors of Psychologically Healthy and Safe Workplaces

Western values the psychological and mental health of all employees. We recognize the importance of creating a safe environment that enhances the wellbeing of our community. A healthy and supportive culture is critical to our personal and organizational success.

The 13 factors of psychological health and safety (PH&S) in the workplace area:

**Organizational Culture**
The degree to which a work culture is characterized by trust, honesty, and fairness.

**Psychological and Social Support**
Mental health concerns are supported by coworkers and supervisors.

**Clear Leadership and Expectations**
Direction and support that helps you know what you need to do and identifies how you are contributing.

**Civility and Respect**
Demonstrating respect and being considerate during interactions.

**Psychological Demands**
A good fit between your interpersonal and emotional competencies and the requirements of the position you hold.

**Growth and Development**
Encouragement and support in the development of interpersonal, emotional, and job skills is received.

**Recognition and Reward**
The appropriate acknowledgement and appreciation of your efforts in a fair and timely manner.
Involvement and Influence
You are included in discussions about how your work is done and understand the process of how important decisions are made.

Workload Management
Tasks and responsibilities can be accomplished successfully within the time available.

Engagement
You feel connected to your work and are motivated to do your job well.

Balance
Recognition of the need for balance between the demands of work, family, and personal life.

Psychological Protection
You feel safe to ask questions, seek feedback, report mistakes, or propose ideas without fear of negative consequences.

Protection of Physical Safety
Appropriate action is taken to protect your physical safety (policies, training, rapid response to accidents or unsafe situations).

We can all contribute to positive Psychological Health & Safety in the workplace.
Important Contacts

Employee and Family Assistance Program
1-844-880-9142
Worklifehealth.com

Workplace Health
(519)661-2047
UCC - Room 25 (lower level)

Rehabilitation Services
Support Services Building – Room 4159

Equity & Human Rights
(519)661-3334
Somerville House – Room 2319

London Middlesex Health Unit
(519)663-5317
355 Wellington St., London

Crisis Line (Reach Out)
Web chat: http://reachout247.ca/
(519)433-2023 or 1-866-933-2023