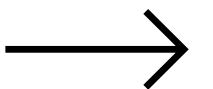




Psychological Safety in the Workplace



Acknowledgement of Country

Today I would like to acknowledge and recognise the Wudjari Nyungar people as the traditional custodians of the land upon which we are joined on today.

I would also like to acknowledge any traditional custodians present in the room with us today and pay respect to elders past, present and emerging for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander people across the country.



About Me – Niomi Hurley



- Founder – Get Up and Grow Consulting
- Chairperson TRANSAFE WA
- Background HR and HSEQ
- Organisational Psychology Specialist
- Clinical Hypnotherapist
- Community Leadership Support

I have a corporate background of HR and Safety Management roles that grew my passion for creating greatness in individuals, teams and organisations.



Today's Objectives

01

What is
Psychological
Safety?

02

Psychosocial
Hazards

03

Importance of
Risk Management

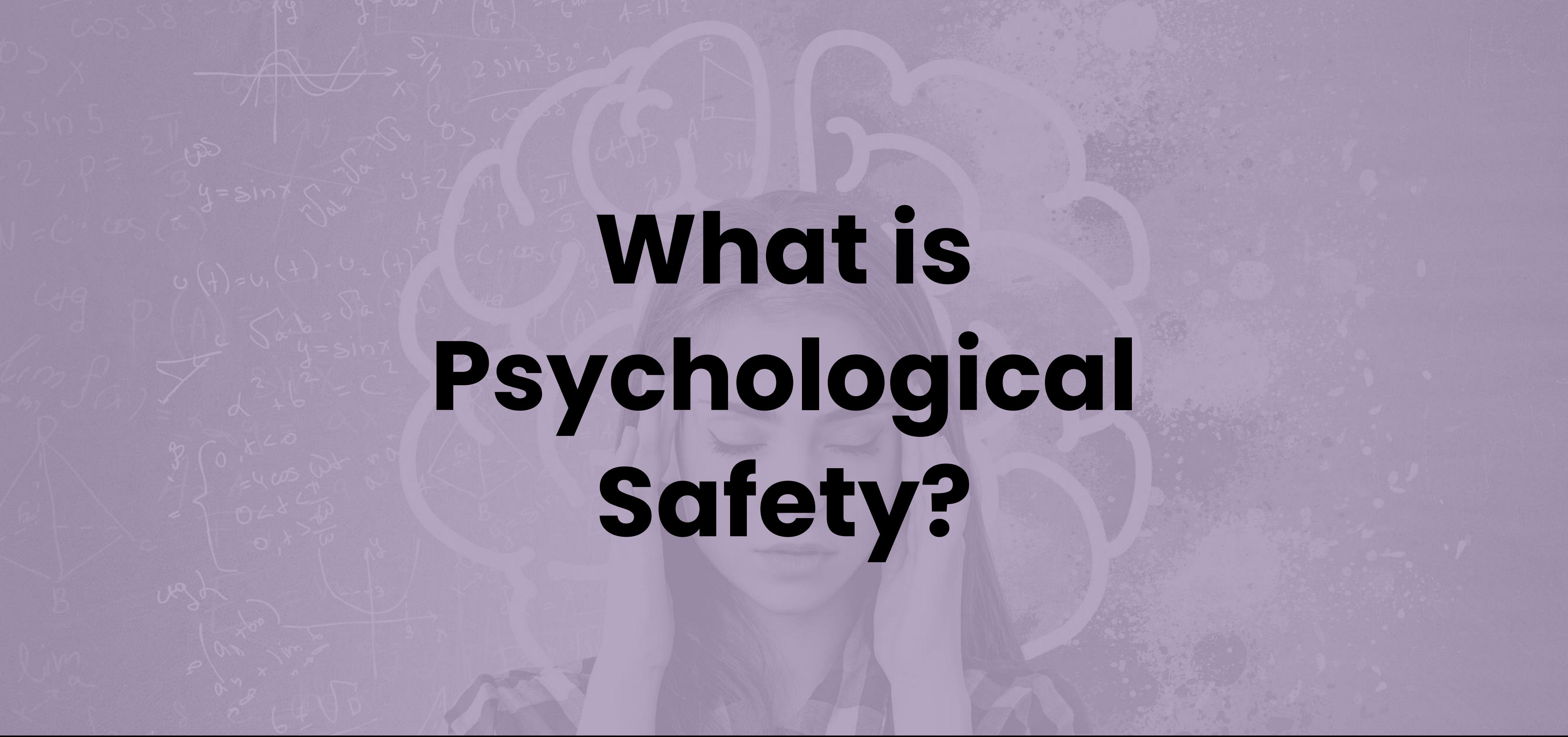
04

Management
and Prevention

05

Why should I
care?





What is Psychological Safety?



What is Psychological Safety?

Psychological safety is about being able to act and engage in a team without fear of negative consequences.

To be able to interact with members of the team without fear of:

- Bullying,
- Harassment,
- Violence,
- Aggression,
- Discrimination,
- Misconduct or
- Unresolved Conflict



What is Psychological Safety?

Four Quadrants of Psychological Safety

Learner Safety

It's safe to:

- Discover
- Ask questions
- Experiment
- Learn from mistakes
- Look for new opportunities

Challenger Safety

It's safe to:

- Challenge the status quo
- Speak up
- Express ideas
- Identify changes
- Expose problems



Collaborator Safety

It's safe to:

- Engage in an unconstrained way
- Interact with colleagues
- Have mutual access
- Maintain open dialogue
- Foster constructive debate

Inclusion Safety

It's safe to:

- Know that you are valued
- Treat all people fairly
- Feel your experience, and ideas matter
- Include others regardless of title/position
- Openly contribute



What is Psychological Safety?

Triggering the autonomic nervous system or our subconscious programming can be done through:

- Sight
- Sounds
- Smells
- Touch
- Tone or volume of voice
- Words or phrases



Psychosocial Hazards



What are Psychosocial Hazards?

Workplace psychosocial hazards are related to the psychological and social conditions of the workplace.



Examples of Psychosocial Hazards

- Work demands
- Inadequate support
- Poor leadership
- Lack of role clarity
- Remote work
- Isolated work
- Fatigue
- Adverse environmental conditions
- Inappropriate or unreasonable behaviours
- Poor or No workplace policies
- Low recognition or reward
- Traumatic events



Importance of Risk Management

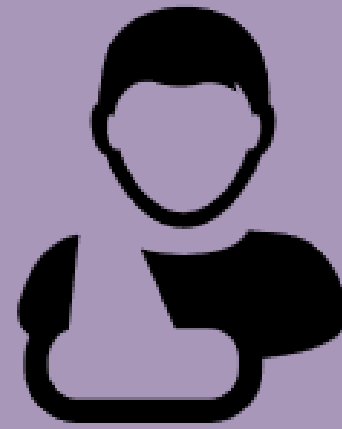




Primary duty of care...

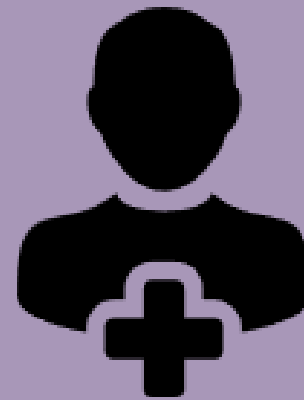
This primary duty of care requires duty holders to ensure health and safety, so far as is reasonably practicable, by eliminating risks to health and safety. If this is not reasonably practicable, risks must be minimised so far as is reasonably practicable.





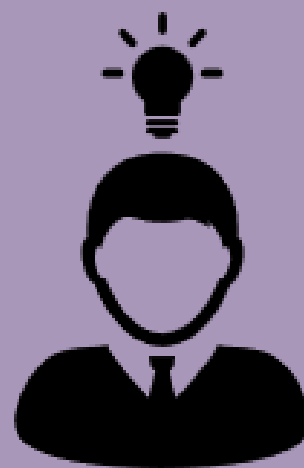
Prevent & Reduce

Prevent and reduce the number and severity of injuries and illnesses from exposure to hazards and risk factors



Promote

Promote worker health and wellbeing across the organisation



Identify and Take Opportunities

Identify and take opportunities for continuous improvement and innovation in their safety and health management systems





Management & Prevention



Management & Prevention



Leadership and Workplace Culture

Leadership Commitment
Management and Supervision
Organisational Culture



Workplace Behaviours

Implement controls to eliminate violence and aggression, bullying, harassment, discrimination, misconduct and conflict



Good Work Design

Clearly define jobs
Provide the right resources and training
Review and monitor workloads / staffing levels



Management & Prevention



Communication and Consultation

Share information with workers and give them a reasonable opportunity to express their views on safety and health matters that may affect them.



Information & Training

Psychosocial Hazards and Risks
Control Measures and Safe Systems of Work
Reporting and Response Processes



Reporting and Responding

Create a reporting culture
Impartial investigations
Review relevant Codes of Practice





Why should I care?



Why should I care?



Best practice



Reduced Incidents



Legal obligations



Improved Performance & Creativity



Social responsibility



Retention of Staff



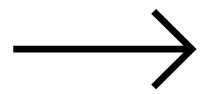
Resources

DMIRS - www.dmp.wa.gov.au

Search Mentally Healthy Workplaces



Thank you!
Do you have
any questions?





admin@getupandgrowconsulting.com.au 