

This simple tool is designed to give you an overview of the foundational components of a workplace psychological health & safety system. The goal is to help you identify strengths and potential gaps your business might have specific to workplace psychological health & safety. This tool was developed in alignment with WorkSafeBC's [Psychological Health and Safety Framework for Success](#).

## Using the Pulse Check

1. Review the sections Principles for Psychological Health & Safety and Positive Psychosocial Indicators within the checklist; Use the “**Status**” checkboxes to indicate the status of each within your workplace. Within a larger workplace, the pulse check is the most effective if reviewed with various departments.
2. Once you have completed this Pulse Check, connect with one of our [Mental Health & Psychological Safety Consultants](#) to schedule a 1:1 consultation (at no cost). Your Mental Health & Psychological Safety Consultant will meet with you to review and discuss the results of your self-assessment and work with you to identify priorities and develop a plan to address gaps and opportunities, based on the needs of your business. If you have any questions regarding the Pulse Check, please connect with one of our Mental Health & Psychological Safety Consultants at [mentalhealth@go2hr.ca](mailto:mentalhealth@go2hr.ca)

## Next Steps

Once you have completed this Pulse Check: if your responses included a majority of “in place, documented”, congratulations! You are well on your way to having a psychologically healthy and safe workplace.

If your responses included mostly “in place, not documented”, or “needs support” areas, good news! You're not alone. You are running a successful business so you likely already have a lot of items in place, you may just not realize it! A quick call with one of our Mental Health & Psychological Safety Consultants can help you assess priorities and establish manageable and meaningful next steps as you continue building psychological health and safety in your workplace.

## Other Resources

[People Working Well Training](#) - FREE, online Workplace Mental Health & Psychological Safety courses for front line workers and leaders in BC's Tourism and Hospitality industry.

PH&S Pulse Check	Status (✓)			
Principles for Psychological Health & Safety	In Place & Documented	In Place & Not Documented	Needs Support	Notes or questions for your Mental Health & Psychological Safety Consultant
<b>Leadership Commitment:</b>				
<p><b>Policies could include:</b></p> <ul style="list-style-type: none"> <li>• Psychological Health &amp; Safety (or integrated into existing H&amp;S policy)</li> <li>• Integration of PH&amp;S into existing H&amp;S Program/Policies</li> <li>• Psychosocial Risk Assessments</li> <li>• Accommodation and Return to Work (include PH&amp;S)</li> <li>• Scheduling, Vacation, Sick days (policies to support well-being)</li> <li>• Crisis Response</li> <li>• Equity, Diversity &amp; Inclusion</li> </ul>				
<p><b>Leading by example:</b> proactive approach to well-being, involved in stress-management practices, engage workers &amp; seek feedback</p>				
<b>Manager and Supervisor Development:</b>				
<p><b>Training could include:</b></p> <ul style="list-style-type: none"> <li>• Leadership/Management mental health awareness and skills</li> <li>• Communication skills: clear, supportive, reducing stigma</li> <li>• Supporting Disability Management and Return to Work processes</li> </ul>				
<p><b>Resources available:</b></p> <ul style="list-style-type: none"> <li>• EAP and/or community employee mental health resources available</li> </ul>				

PH&S Pulse Check	Status (✓)			
Principles for Psychological Health & Safety	In Place & Documented	In Place & Not Documented	Needs Support	Notes or questions for your Mental Health & Psychological Safety Consultant
<b>Worker Participation:</b>				
<b>Mental Health Champions as part of H&amp;S reps/roles of JHSC:</b> <ul style="list-style-type: none"> <li>• Contribute to PHS risk assessments</li> <li>• Can voice PH&amp;S concerns to JHSC or leadership</li> </ul>				
<b>Worker mental health awareness training</b>				
Positive Psychosocial Indicators	Doing Well	Needs Some Improvement	Needs Support	Notes or questions for your Mental Health & Psychological Safety Consultant
<b>Interpersonal Environment:</b> Positive indicators include healthy conflict resolution. Foster respectful workplace interactions, leaders and managers model behaviours they want others to exhibit. Promoting respectful interactions can also help reduce work-related bullying.				
<b>Job Design:</b> Positive indicators include a workplace culture of open, honest, effective communication and consultation helps workers express ideas and feel safe to participate, share challenges of the job. Role clarity and job fit also support psychological health and safety.				
<b>Workplace Conditions:</b> Positive indicators include a workplace culture where workers feel comfortable raising health & safety concerns. When workers feel their views are valued and that physical hazards are being addressed, it reduces the psychosocial harm.				
<b>Need for Employer Supports:</b> Positive indicators include clear leadership expectations, supervisor support, a psychological health and safety policy, access to mental health resources, attention on equity, diversity, and inclusion.				
<b>Exposure to Traumatic Events:</b> Positive indicators include pre-traumatic event support and education, post-traumatic event support and education, mental health resources. Access to internal and external supports and resources. External resources could include WorkSafeBC's Critical Incident Response program, which offers support to employers and workers after a traumatic event.				