

Clear Leadership and Expectations

National Standard of Canada for Psychological Health and Safety in the Workplace

Introducing and Implementing the Standard with your Team

Tips for Leaders:

Use this worksheet to encourage a discussion about **Clear Leadership and Expectations**. It is one of thirteen factors of the National Standard that have been shown to impact mental health of individuals in the workplace. Be sure to encourage discussion by being open to all answers and opinions from participants.

When to have the conversation: Consider setting aside some time at team meetings, hosting a team development series, or making it a priority discussion at a department retreat, etc.

Suggested materials for the discussion:

- Laptop
- Speakers
- projector and screen
- flip charts and markers, whiteboard or chalkboard

Suggested process:

1. **Watch** the [Clear Leadership and Expectations](#) video with your team or send it to them in advance so they can watch it before the meeting.
2. **Ask** your team to define the factor in their terms.
3. **Read** the definition of **Clear Leadership and Expectations**:
 - **Clear Leadership and Expectations** are present in an environment in which leadership is effective and there is support that helps employees know what they need to do, what is expected of them, how their work contributes to the organization and whether there are impending changes.
 - Effective leadership increases employee morale, resiliency and trust, and decreases employee frustration and conflict. A leader who demonstrates a commitment to maintaining their own physical and psychological health can influence the health of employees.
4. As a team, **discuss** the positive effects of developing or maintaining [this factor](#) including benefits to the employee and the workplace.
 - Have employees discuss what a positive work environment looks like to them.
 - Have employees discuss the negative effects and disadvantages to the employee and work environment.
5. **Ask** participants:
 - What actions could improve/bring about positive change [related to this factor](#) within the team or workplace.
 - How you as a leader can help bring about positive change [related to this factor](#).
 - How each member of the team can bring about positive change [related to this factor](#).
6. Commit to supporting change and be sure to follow-up when changes are implemented so your team sees their work is supporting **Clear Leadership and Expectations**.