

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 **Growth and Development**. 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 [Growth and Development](#) 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 **Growth and Development**:
 - **Growth and Development** is present in a work environment where employees receive encouragement and support for their interpersonal, emotional and job skills development by providing them with internal and external opportunities to build their competencies, which will not only help with their current job but will also prepare them for possible future positions.
 - It is important to ensure that growth opportunities extend beyond learning specific technical skills necessary for job performance, also including opportunities to learn personal and interpersonal skills that are critical to successfully caring for oneself and relating to others.
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 **Growth and Development**.