Psychological Competencies and Demands

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 **Psychological Competencies and Demands**. 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 Psychological Competencies and Demands 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 **Psychological Competencies and Demands**:
   - **Psychological Competencies and Demands** are present in a work environment where there is a good fit between employees' interpersonal and emotional competencies and the requirements of the position they hold.
   - This means that employees not only possess the technical skills and knowledge for a particular position, but they also have the psychological skills and emotional intelligence to do the job. This includes self-awareness, impulse control, persistence, self-motivation, empathy and social deftness.
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 **Psychological Competencies and Demands.**

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