

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 and Social Support**. 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 and Social Support](#) 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 and Social Support**:
 - **Psychological and Social Support** is present in a work environment in which coworkers and supervisors are supportive of employees' psychological and mental health concerns and respond appropriately as needed.
 - Equally important are the employees' perceptions an awareness of organizational support. When employees perceive organizational support, it means they believe their organization values their contributions, is committed to ensuring their psychological well-being and provides meaningful supports if this well-being is compromised.
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 a positive **Psychological and Social Support**.