

HEALTHY MINDS

Psychological Protection



Organizations that value emotional well-being minimize or eliminate situations that can be harmful to mental health.

Employees are psychologically protected when they feel safe sharing ideas or asking questions without the fear of negative consequences.

Discussions are moments of learning, sharing and collaboration. Creating a safe environment for sharing ideas leads to:

- reduced conflict**
- fewer errors, accident and injuries**
- better compliance rules & regulations**
- reduced number of incidents related to bullying and harassment**
- greater employee retention**
- improved morale and mental well-being**

Strive to build a culture that encourages worker input and feedback

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What can I do as a manager?

- Build an environment where workers feel safe to be heard - encourage the sharing of ideas and perspectives in meetings and project development**
- Approach workers and ask for their opinions**
- Create opportunities for sharing: individual consults, small-group, team/unit meetings, written submission**
- Ensure that processes and policies exist that protects employees from negative consequences**

For more information, visit:
www.uwo.ca/hr/safety/wellness/healthy_minds/index.html

Wellness Resources

Employee (and Family) Assistance Program
1-844-880-9142
<https://www.lifeworks.com>

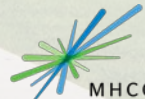
Western Rehabilitation Services
Support Services Building RM 4159

Crisis Line (Reach Out)
Web Chat: <http://reachout247.ca>
(519) 433-2023 or 1-866-933-2023

Canadian Mental Health Association
<https://www.cmha.ca>



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