Safe Space Made **Simple**

SAFE SPACE CHECKLIST

Safe Space Made Simple

Introduction

An average Canadian worker spends approximately 60% of their waking hours at work.
It has become more critical than ever for workplaces to have psychologically healthy and safe environments.
The Mental Health Commission of Canada found that 500,000 Canadians do not go to work in any given week due to psychological health issues. Some causes of poor psychological health are directly attributable to factors in the workplace, including, for instance, harassment or excessive workload.
A comprehensive body of evidence suggests that poor workplace psychological health negatively affects performance at individual and organizational levels.
Among other outcomes, improving workplace psychological health can boost employee satisfaction, engagement, and productivity, reducing health costs, employee turnover, and lost work time.

Quick Facts

- 1 in 5 Canadians experiences a psychological health problem or illness in any given year
- Psychological health problems and illnesses are the number one cause of disability in Canada
- Psychological health problems cost the Canadian economy ·$51 billion per year, $20 billion of which results from work-related causes
- 47% of working Canadians consider their work to be the most stressful part of daily life
- Psychological health problems affect mid-career workers the most, lowering the productivity of the Canadian workforce
- Only 23% of Canadian workers would feel comfortable talking to their employer about a psychological health issue

How To Use the Checklist

Step #1: Print the list

Keep the list taped in your journal or workbook you use for your day-to-day work.

Step #2: Review before meetings

Read the checklist before meetings and conversations to keep it mind.

Step #3: Make notes

Debrief conversations and meetings through the lens of the checklist.

Step #4: Review weekly

At the end of the week spend 15 minutes reviewing what you learned on Friday afternoon.

Step #5: Take a walk with it

On the weekend spend a little time alone in the forest and notice what is important for you to pay attention to, what you need to let go of, and what you need to hang on to.

Step #6: Share the learning

Reach out and share what you learned with me on LinkedIn

LET'S FIND OUT TOGETHER!

Safe Space Checklist

YES OR **NO**

YES	NO	
☐	☐	Do people ask for help?
☐	☐	Do people express their opinions that are different?
☐	☐	Does everyone regularly participate in discussions?
☐	☐	Are people respectful (no bullying, harassment, discrimination)?
☐	☐	Do new employees feel safe and supported in their learning?
☐	☐	Do people know how to navigate their and others emotions?
☐	☐	Are productive conversations about challenges happening?
☐	☐	Do people take responsibility for their part in problems?
☐	☐	Do people criticize themselves or others?
☐	☐	Do people gossip?
☐	☐	Do people admit mistakes?
☐	☐	Do people know whats theirs to do and what isn't?
☐	☐	Do people know how to say no and set limits for themselves?
☐	☐	Are people engaged at work?
☐	☐	Do people feel like they are making progress or stuck?
☐	☐	Are people on "fire-Patrol" constantly putting out fires?
☐	☐	Do people see their impact for good?
☐	☐	Do you hear people laughing? Are people light-hearted?
☐	☐	Do people support one another without being asked?

What are you learning about yourself and the current culture of your team?

LET'S FIND OUT TOGETHER!

Next Steps

The natural question for many people at this point is, "This is great, but what do I do to change this operationally, and where do I find the time and energy!?"

There are no cookie-cutter answers to these questions, but what I can share is that after working with hundreds of teams and thousands of people, I have discovered that the fastest way to shift a problematic team culture to one that is thriving and a joy to be in, is to create a psychologically safe space culture with your team.

The next step is to schedule a confidential conversation with one of our practitioners by sending the answers to the following questions:

1 What do you find the most challenging about psychological safety right now?

2 What challenge (s) have your attention the most right now that may even cause you to lose sleep?

3 If you could change the biggest challenge on your team, what would that mean to you and how would it feel?

Trace Hobson (PCC, CTPC, CLC, DAPM) helps clinical leaders, managers, coaches and teams to embed psychological safety in their healthcare culture, so they have relief, resilient and response-able teams who love their work and their lives.

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