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Building & Maintaining Psychosocially Safe Workplace Environments



Bullying



Harassment



Exposure to Traumatic Events



Discrimination



Organisational Change



Role Overload



Role Underload



Justice



Reward & Recognition



Working Environment



Isolated Work



Workplace Relationships



Lack of Role Clarity



Low Job Control



Positive Stress



Negative Stress



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Psychosocial Hazards Overview

Building psychosocially safe workplaces



Creating a psychosocially safe workplace isn't only a suggestion, it's a necessity. Organisations that prioritise psychosocial safety not only empower their teams, but also position themselves for long-term success in an increasingly competitive work environment.

AWARENESS

We can provide:

1. Leadership Awareness sessions
2. Team Awareness sessions
3. Senior Team 'Discovery'
4. The Leaders' Guide

1

IDENTIFY

It is important to measure and understand where the psychosocial risks are within your organisation. The P.W.E. (Psychosocial Workplace Environment) Diagnostic provides an opportunity for the whole team to self-evaluate using a confidential platform.

2

EVALUATE

Evaluation of control measures can be provided using either:

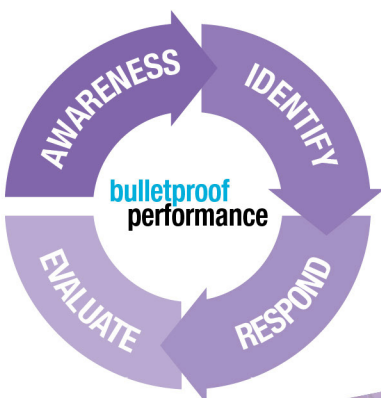
1. P.W.E. Diagnostic
2. Control measures vs Actual User Experience constructive debriefs, via focus groups

4

RESPOND

'The Leadership Program' is a 10 module fully accredited course providing leaders with the strategies and tools to develop a leadership style that is psychosocially aware.

3



WORKSHOPS



COACHING



ONLINE



TOOLS



DIAGNOSTICS

TOOLS

What are Psychosocial Hazards?

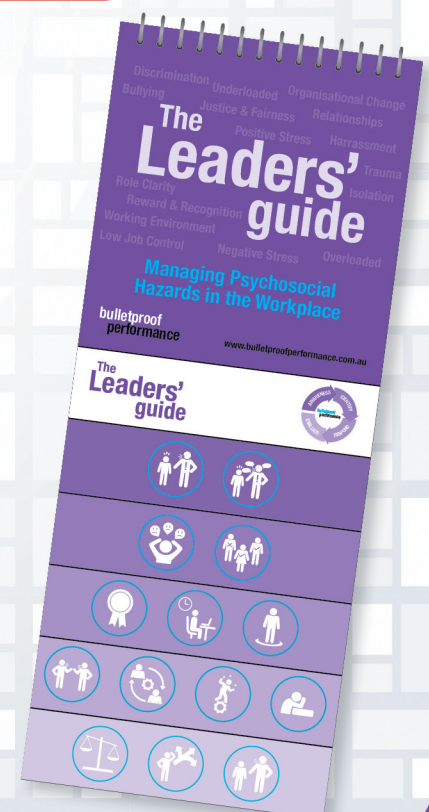
Psychosocial hazards are situations within the work environment or the broader social context that can impact an individual's psychological health and social well-being.



The Leaders' guide

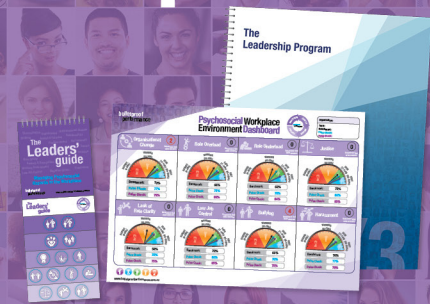
How to use this guide

You may use this guide to identify how you may deal with leadership challenges by reading about the different psychosocial hazards and responding with appropriate measures.



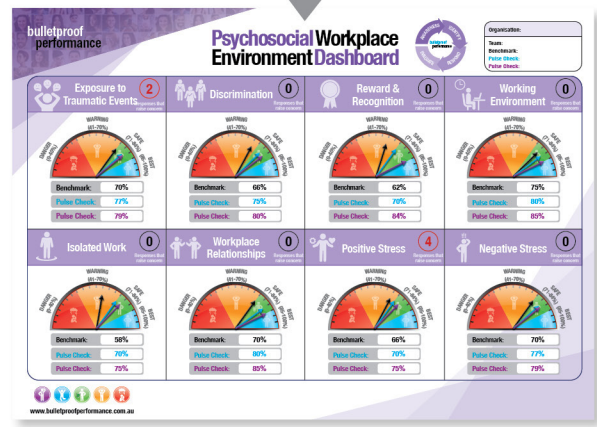
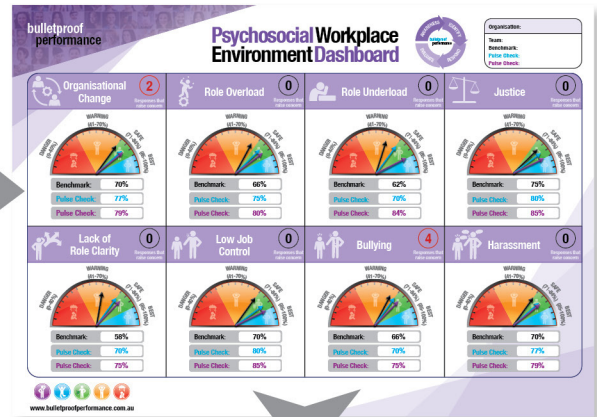
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Psychosocial Workplace Environment Diagnostic



The P.W.E. is a highly useful diagnostic tool to provide an overview for leaders of how effective control measures are in creating a psychosocially safe workplace environment.

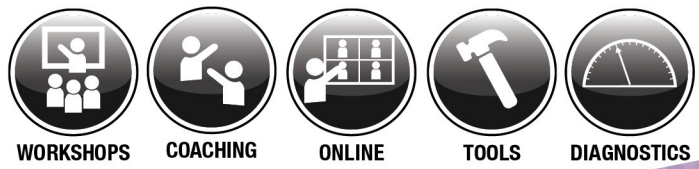
The P.W.E. dashboard gathers individuals' experience of 14 psychosocial hazards and assesses both the positive and negative stress levels within a team. Results provide a clear evaluation of an organisation's effectiveness in managing these risks.



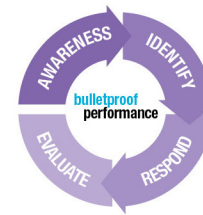
The P.W.E. diagnostic can be completed with absolute confidentiality for the participant. **1**

The results can be segregated into multiple collector groups. **2**

The initial 'benchmark' result can be followed up by appropriately timed 'pulse checks'. **3**



Psychosocial Workplace Environment Dashboard



Organisation: _____

Team: _____

Benchmark: _____

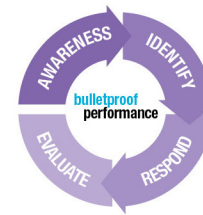
Pulse Check: _____

Pulse Check: _____

<p>Organisational Change 2</p> <p>Responses that raise concern</p> <p>Benchmark: 70%</p> <p>Pulse Check: 77%</p> <p>Pulse Check: 79%</p>	<p>Role Overload 0</p> <p>Responses that raise concern</p> <p>Benchmark: 66%</p> <p>Pulse Check: 75%</p> <p>Pulse Check: 80%</p>	<p>Role Underload 0</p> <p>Responses that raise concern</p> <p>Benchmark: 62%</p> <p>Pulse Check: 70%</p> <p>Pulse Check: 84%</p>	<p>Justice 0</p> <p>Responses that raise concern</p> <p>Benchmark: 75%</p> <p>Pulse Check: 80%</p> <p>Pulse Check: 85%</p>
<p>Lack of Role Clarity 0</p> <p>Responses that raise concern</p> <p>Benchmark: 58%</p> <p>Pulse Check: 70%</p> <p>Pulse Check: 75%</p>	<p>Low Job Control 0</p> <p>Responses that raise concern</p> <p>Benchmark: 70%</p> <p>Pulse Check: 80%</p> <p>Pulse Check: 85%</p>	<p>Bullying 4</p> <p>Responses that raise concern</p> <p>Benchmark: 66%</p> <p>Pulse Check: 70%</p> <p>Pulse Check: 75%</p>	<p>Harassment 0</p> <p>Responses that raise concern</p> <p>Benchmark: 70%</p> <p>Pulse Check: 77%</p> <p>Pulse Check: 79%</p>



Psychosocial Workplace Environment Dashboard



Organisation: _____

Team: _____

Benchmark: _____

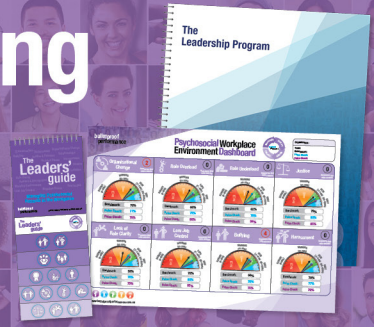
Pulse Check: _____

Pulse Check: _____

<p>Exposure to Traumatic Events 2</p> <p>Responses that raise concern</p> <p>Benchmark: 70%</p> <p>Pulse Check: 77%</p> <p>Pulse Check: 79%</p>	<p>Discrimination 0</p> <p>Responses that raise concern</p> <p>Benchmark: 66%</p> <p>Pulse Check: 75%</p> <p>Pulse Check: 80%</p>	<p>Reward & Recognition 0</p> <p>Responses that raise concern</p> <p>Benchmark: 62%</p> <p>Pulse Check: 70%</p> <p>Pulse Check: 84%</p>	<p>Working Environment 0</p> <p>Responses that raise concern</p> <p>Benchmark: 75%</p> <p>Pulse Check: 80%</p> <p>Pulse Check: 85%</p>
<p>Isolated Work 0</p> <p>Responses that raise concern</p> <p>Benchmark: 58%</p> <p>Pulse Check: 70%</p> <p>Pulse Check: 75%</p>	<p>Workplace Relationships 0</p> <p>Responses that raise concern</p> <p>Benchmark: 70%</p> <p>Pulse Check: 80%</p> <p>Pulse Check: 85%</p>	<p>Positive Stress 4</p> <p>Responses that raise concern</p> <p>Benchmark: 66%</p> <p>Pulse Check: 70%</p> <p>Pulse Check: 75%</p>	<p>Negative Stress 0</p> <p>Responses that raise concern</p> <p>Benchmark: 70%</p> <p>Pulse Check: 77%</p> <p>Pulse Check: 79%</p>



Psychosocial Hazard Awareness Training For Leaders



It is crucial for Leaders to have an awareness of psychosocial hazards. This is the starting point from which action can be taken. Leaders need to be aware of the legal and ethical responsibilities that relate to the specific hazards that may be present in their workplace. This session will help Leaders understand the impacts and opportunities related to creating psychosocially safe workplaces.

AWARENESS

- What are the key drivers for change?
- Who is responsible?
- Why has this come about?

1

IDENTIFY

- Case studies from other organisations
- What are psychosocial hazards?
- Positive vs negative stress

2

EVALUATE

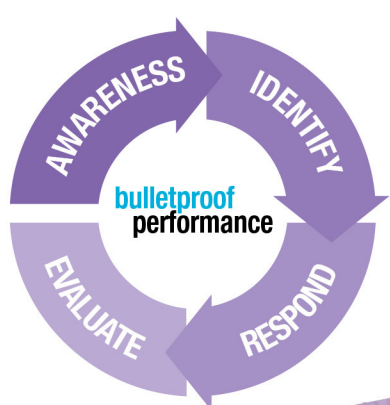
- The checklist
- Running a diagnostic
- Controlling the controllable

4

RESPOND

- P.W.E. Guide in action
- Action points
- Creating the 'safe place'

3



WORKSHOPS



COACHING



ONLINE



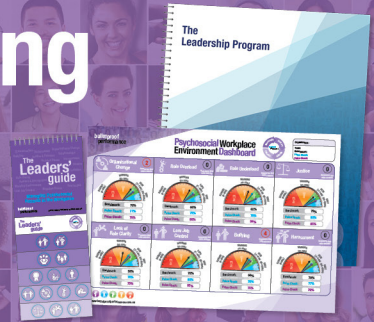
TOOLS



DIAGNOSTICS

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Psychosocial Hazard Awareness Training For Teams



It is crucial for Teams to have an awareness of psychosocial hazards. This is the starting point from which action can be taken. Teams need to be aware of the legal and ethical responsibilities that relate to the specific hazards that may be present in their workplace. This session will help Teams understand the impacts and opportunities related to creating psychosocially safe workplaces.

AWARENESS

- What are the key drivers for change?
- Who is responsible?
- Why has this come about?

1

IDENTIFY

- How this impacts me & what are the hazards?

2

EVALUATE

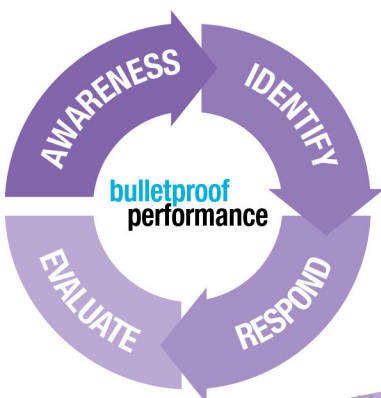
- Reflecting on my role

4

RESPOND

- What's my responsibility?
- What's my opportunity?

3



WORKSHOPS



COACHING



ONLINE



TOOLS



DIAGNOSTICS

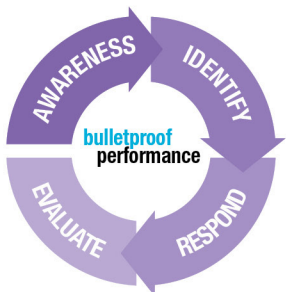
Psychosocial Hazards Control Checklist

How To Use This Checklist

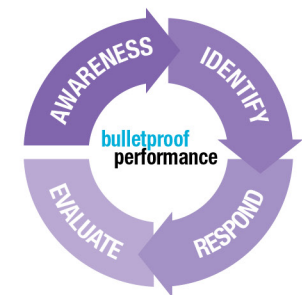
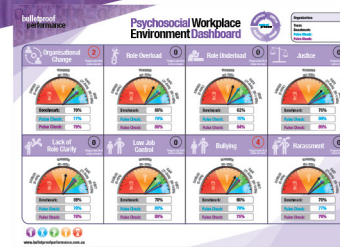
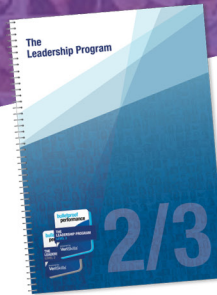
To identify opportunities to respond to potential psychosocial hazards, find the hazards that are relevant to your team or organisation. For each relevant hazard, tick the control or mitigation measures that have been implemented already. The remaining (un-ticked) measures present opportunities for the team or organisation to improve their existing approach to managing workplace risks and promoting employee wellbeing.



Click here to complete full checklist



Psychosocial Training Matrix



BULLETPROOF PERFORMANCE PROGRAMS	PSYCHOSOCIAL SAFETY HAZARDS ADDRESSED															
	Bullying	Harassment	Traumatic Events	Discrimination	Reward & Recognition	Working Environment	Isolated Work	Workplace Relationships	Organisational Change	Role Overload	Role Underload	Justice	Lack of Role Clarity	Low Job Control	Positive Stress	Negative Stress
The Leadership Program	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Resilience Under Pressure			✓		✓			✓	✓	✓	✓				✓	✓
Communication Under Pressure	✓	✓	✓	✓	✓	✓	✓	✓							✓	✓
Energy Under Pressure							✓	✓		✓			✓		✓	✓
Coaching	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Burnout Intervention							✓	✓		✓		✓	✓		✓	✓
Respect at Work	✓	✓		✓	✓	✓	✓	✓		✓		✓	✓		✓	✓
Performance Under Pressure					✓			✓	✓	✓	✓		✓	✓	✓	✓
Team Triage	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Bounce Back Session												✓	✓	✓	✓	✓
Reset Session								✓	✓	✓			✓		✓	✓
Bespoke Customised Programs	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Psychosocial Awareness - Leaders	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Psychosocial Awareness - Team	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Discovery	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓


Over 350 Participants successfully completed Program

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THE LEADERSHIP PROGRAM

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THE LEADERSHIP PROGRAM LEVEL 2
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THE LEADERSHIP PROGRAM LEVEL 3
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THE LEADERSHIP PROGRAM



The diagram shows a central 2x2 grid with four quadrants: CHARACTER (top-left), OWNERSHIP (top-right), EXPECTATIONS (bottom-left), and RELATIONSHIPS (bottom-right). Each quadrant contains an icon: a mask for Character, a document for Ownership, a star for Expectations, and a handshake for Relationships. Surrounding this central grid are eight circular nodes: Empathy, Accountability, Delegation, Shared Awareness, Relationship Intentionality, Motivation, Feedback, and Values. Arrows connect the central quadrants to the surrounding nodes.

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WHO IS BULLETPROOF PERFORMANCE?

We work with teams and individuals to engineer the behaviours required to perform better at work and at home. Since 2009 we have focussed our attention on providing our clients with leadership support, training, and consulting around issues including resilience, energy, communication and teamwork. Our team is committed to ensuring every program participant is supported, inspired and equipped to be the best leader they can be, both in their workplace and their home life.



The people we serve

- ▶ New leaders, supervisors or managers
- ▶ Technically highly-skilled people who have not been formally trained in human capabilities
- ▶ Established leaders looking to futureproof their position by keeping up with an ever-changing environment
- ▶ Leaders looking for ideas to improve their people management skills
- ▶ Leaders who want to lead well both at work and in their personal lives
- ▶ Future leaders identified as potential managers or supervisors, who are not currently in a leadership role



The problems we solve

- ▶ Teams struggling to attract or retain talent
- ▶ Having the tough conversations of performance that are being avoided
- ▶ Leaders who are not performance-managing their team
- ▶ Leaders who do not know their blind-spots and the subconscious bias that this creates
- ▶ Increased awareness of mental health impacts triggered by poor leadership
- ▶ Leadership styles creating friction with clients and/or customers

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