

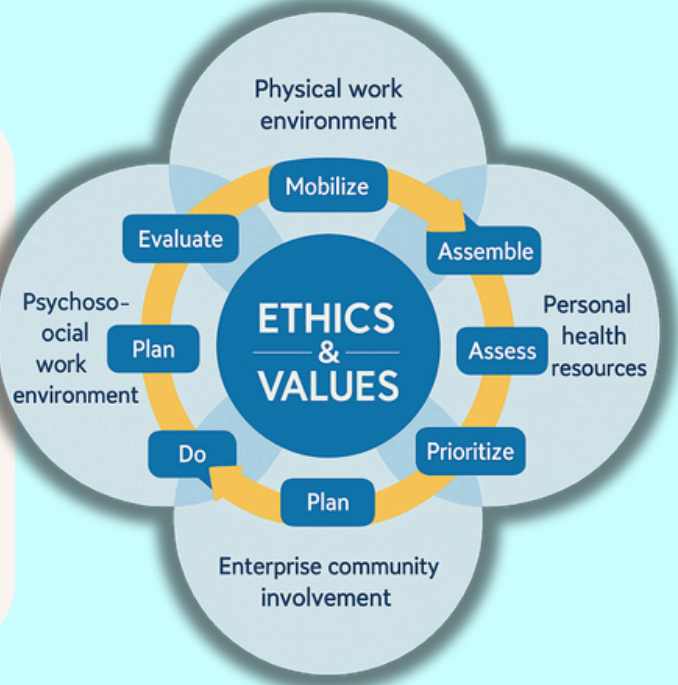
BUILDING PSYCHOLOGICAL SAFETY IN LONG-TERM CARE

WHAT IS PSYCHOLOGICAL HEALTH AND SAFETY?

The way people interact with one another as well as how working conditions and management practices are structured in the workplace. (CSA, 2013)



“ A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace, by considering the factors shown in the diagram on the right. (WHO, 2010).



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“ Psychological safety is “a team climate where it is safe to take interpersonal risks and be vulnerable in front of each other. A sense of confidence that the team will not embarrass, reject or punish someone for speaking up.”

(Amy Edmondson, Harvard professor)