



Psychological Demands Worksheet

Facilitator Notes: Use this worksheet to encourage a discussion about **Psychological Demands**. It is one of thirteen factors 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. Examples of possible discussion groups are: employees at a team meeting or lunch and learn, staff or management orientation, and union-member discussions.

Suggested materials: laptop, speakers, projector and screen, flip charts and markers, whiteboard or chalkboard.

Suggested Process:

Watch the video once at www.haveTHATtalk.ca

Read definition of **Psychological Demands**:

[On the Agenda](#) defines **Psychological Demands** as present in a work environment where there is a good fit between employees' interpersonal and emotional competencies and the requirements of the position they hold.

Ask participants:

1. Think of a time at work when you felt that your job demands did not match your emotional and interpersonal competencies. What did you do to maintain your mental health, while ensuring you accomplished necessary tasks?
2. What do the psychological demands of your job mean to you? Is this different for you than it is for your colleague(s)?

Watch the video again.

Ask participants:

3. What could have been done differently in the scenario with Pierre and his manager?
4. What are some strategies to help YOUR workplace respond to **Psychological Demands**?
5. Write down different ways that YOU can help manage **Psychological Demands** in your workplace.

