



## Psychological Protection Worksheet

**Facilitator Notes:** Use this worksheet to encourage a discussion about **Psychological Protection**. 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](http://www.haveTHATtalk.ca)

Read definition of **Psychological Protection**:

[On the Agenda](#) defines **Psychological Protection** as present in a work environment where employees' psychological safety is ensured. Workplace psychological safety is demonstrated when workers feel able to safely ask questions, seek feedback, report mistakes and problems, or propose a new idea without fearing negative consequences to themselves, their jobs or their careers.

### Ask participants:

1. Think of a time when you did not feel psychologically protected. How could you, or did you, address this feeling in a way that respected both you and the other party?
2. What does a psychologically safe workplace look like? How can workplaces help support a psychologically safe workplace culture?

Watch the video again.

### Ask participants:

3. What could have been done differently in the scenario with Deepak and his manager?
4. What are some strategies to help YOUR workplace ensure overall Psychological Protection?
5. Write down different ways that YOU can ensure your own Psychological Protection at work.

