

THE DIFFERENCE

PSYCHOLOGICAL SAFETY

"A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes and that the team is safe for interpersonal risk-taking."

AMY EDMONDSON

MENTAL HEALTH

- A person's capacity to engage in and enjoy various aspects of their life—from relationships to hobbies, interests and work—and to manage moderate levels of stress.
- Many factors can positively or negatively impact mental health.

SIGNS TO LOOK FOR

LOW PSYCHOLOGICAL SAFETY

- Mistakes are not made or discussed
- Problems and tough issues are not raised
- People ignore, put each other down or exclude others
- Taking calculated risks, learning or trying something new doesn't happen
- People don't ask for help
- Team members deliberately act in a way that undermines others
- Unique skills and talents are not valued and utilised
- People don't say what they really think

POOR MENTAL HEALTH

- Feeling sad or down
- Unable to concentrate
- Excessive fears or worries
- Extreme mood changes
- Withdrawal from relationships and activities
- Tired, low energy or problems sleeping
- Delusions, paranoia or hallucinations
- Inability to cope with daily problems or stress
- Trouble relating to situations and to people
- Problems with alcohol or drug use
- Major changes in eating habits
- Libido changes
- Excessive anger, hostility or violence
- Suicidal thoughts

HELPFUL RESOURCES

