

How ~~Un~~Healthy & at Risk is your Workplace?

Complete your **Workplace Stress Test** to understand how Psychosocial Hazards are impacting your people

The introduction of Psychosocial Hazard legislation in Australia marks a significant milestone in addressing workplace mental health and wellbeing.

Psychosocial Hazards refer to the social and psychological aspects of work that can adversely affect employees' mental health. This legislation recognises the importance of protecting employees from psychological risks in the workplace, some of which can have severe and long-lasting effects on their mental health.



For leaders, this legislation is crucial because it places a legal obligation on organisations to proactively identify and manage Psychosocial Hazards, fostering a safer and healthier work environment. By prioritising the mental wellbeing of their employees, leaders not only comply with legal requirements but also contribute to increased employee satisfaction, productivity, and overall organisational success.

In essence, this legislation highlights the essential role that leaders play in shaping the psychological wellbeing of their workforce, ultimately benefiting both employees and the organisation as a whole.

Where to start you ask? You are in the right place...

We've put together this Workplace Stress Test considering the steps you need to take to meet your obligations as well as the Psychosocial Hazards outlined in the Australian Standards. The aim is to prompt your thinking about important elements of your workplace that could be at risk so that you can formulate an action plan!

So how do we know what's important you ask? In case we haven't met before, we are Anna and Kristy - your ex-Corporate HR, Leadership and Change experts! We started Awareness Co. many years ago after spending the last 20+ years dedicated to helping our workplaces feel better and function effectively. We love nothing more than working with leaders to drive a healthy and safe business, culture, and environment using the latest research and science.

Get your STRESS TEST done now! Perhaps you might not get your desired score BUT you have taken the very important first step - you can chat to us about the rest!

Anna & Kristy

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AWARENESS CO.

Workplace Stress Test

Take a moment to reflect on what you see, feel, hear and do in your workplace and give your honest answer. **REMEMBER!** No workplace is perfect and we cannot eliminate stress from every single job, team or workplace! Awareness is critical and what we do with that knowledge is the difference between a safe, happy, healthy and compliant workplace versus one that is at risk!

| Workplace & Leader Obligations | Yes | No | Unsure |
|---|--------------------------|--------------------------|--------------------------|
| Do your people understand what Psychosocial Hazards and Risks are? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do your people understand what their obligations are under applicable standards/legislation? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do you conduct regular education/awareness sessions on Health and Safety (including Psychosocial Hazards) for your people? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do you have a process and system to assess Psychosocial Hazards and risks? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do you know who is responsible for assessing and recording any hazards or risks? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Does your organisation implement and review controls to measure their effectiveness in mitigating or minimising Psychosocial Hazards? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Does your organisation regularly consult with it's people regarding emotional and social stressors in the workplace? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do your leaders work and adapt together when it comes to leading a culture of safety and care? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do your leaders regularly check in with their people? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Do your leaders know how to spot Psychosocial Hazards? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Total | | | |

| Psychosocial Hazards: Do you observe or experience any of the below? | Yes | No | Unsure |
|--|--------------------------|--------------------------|--------------------------|
| LACK OF ROLE CLARITY: Unclear understanding of roles and responsibilities may cause confusion and frustration. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| UNACHIEVABLE JOB DEMANDS: Too much or too little work or not enough time for completion may cause stress and anxiety. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| LOW JOB CONTROL: Little control over one's work or lack of decision-making power may lead to feeling powerless and frustrated. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| INADEQUATE REWARD & RECOGNITION: Not being valued or recognised may lead to feeling demotivated, under appreciated and unimportant. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| LACK OF SUPERVISOR SUPPORT: Lack of supervisor guidance, feedback and support may cause isolation, insecurity and lack of direction. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| POOR WORKPLACE RELATIONSHIPS: Lack of respect and support may cause conflict, isolation and inability to do the job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| BULLYING: Aggressive behaviour that uses power or authority to harm or intimidate others with verbal, physical or social aggression. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| HARASSMENT: Unwanted or inappropriate behaviour that may cause feelings of stress, anxiety and depression. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| POOR CHANGE MANAGEMENT: Poorly planned, communicated or executed organisational changes may cause confusion, anxiety and job security. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| POOR PHYSICAL ENVIRONMENT: Exposure to hazardous, unpleasant, or poor-quality or poorly maintained environments can evoke stress responses. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| REMOTE OR ISOLATED WORK: Isolation from the assistance of others can lead to a lack of clear boundaries and feelings of disconnection from others. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| POOR ORGANISATIONAL JUSTICE: Lack of transparency, equal opportunities, and accountability may undermine trust and commitment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| VIOLENT AND AGGRESSIVE BEHAVIOURS: The use of force or threats to harm or intimidate may cause fear, anxiety and stress. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| TRAUMATIC EVENTS: Life altering events can have a serious impact on our wellbeing. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Total | | | |

Congratulations!

You've completed your Workplace Stress Test! How does it feel?

It's time to see how your workplace scored so that you can take proactive steps towards compliance and creating a culture of safety and care. Take your total score for your "YES" column and place them below:

Your Workplace & Leader Obligations Score:

Your Psychosocial Hazards Observations Score:

Your Workplace & Leader Obligations Score

Below 5 : Time to take action!

It's likely that your organisation is still getting up to speed on the changes to legislation and may need some support to help your leaders get the awareness they need!

5 - 7: Where do you need support?

You are feeling good about meeting some of your obligations. Where are the gaps or what support do you need to feel confident? Is your safety rhythm in place?

Above 7: Great! How can you maintain this?

Well done. It must feel good to know you are meeting your obligations. The challenge becomes keeping everyone on the journey. What will you do to maintain this?

Your Psychosocial Hazards Observations Score

10 - 14 : High Risk - Time to take action!

Your people are really struggling and are at risk of burnout. It's time to gather data to see where the pain points are putting actions in place to reduce risk.

5 - 9: Where do you need support?

You may have some understanding of what the stressors are and there may be some gaps. Or you might need support with putting actions and controls in place.

Below 5: How are you maintaining compliance?

Well done! It seems you are doing well managing the hazards in your workplace - how are you continuing to monitor your risk and meet your consultation obligations?

Remember this is your reflection of your workplace at a point in time.

Why not share it with a colleague to see if they get a similar result? Whilst this is not an analysis or validation of the state of your compliance, we hope it was insightful and gave you just enough to think about and open your mind to what it might take to meet your legal obligations AND create a safe, happy and healthy workplace.



Now, it's time lift that lid and look even further into that engine so you know exactly what you need to do.

How? So glad you asked...

You might be a HR Manager or in the Work Health and Safety Team with more pressing matters to attend to. Or perhaps you are a Leader trying to keep your team afloat.

In 3 easy steps, we can help you meet your consultation obligations as well as create a workplace where care and safety co-exist in real life. Wouldn't it be nice...

1

Awareness

Book in for a confidential 30-minute chat with us to see where your workplace is at and where to start! Book your free call with an expert [here](#)!

2

Consultation

We partner with you to determine the best consultation approach for your people to ensure you meet your obligations without the stress. We gather real time insights that help you further understand the stressors in your workplace. Click here to learn more.

3

Strategic Action

Now you have the deep awareness of what's happening in your workplace, you are obliged to do something about it! We work with you to build actions into your existing plans, practices and strategies that address the root cause and help you meet your obligations, without adding more to leaders to-do-lists.

Whether you just need a kick start to increase your knowledge and a plan of where to start or whether you want us to walk with you all the way as your expert resource, we are here to help. [Click here](#) to book your free chat with one of our expert consultants.

We wish you and your workplace well on your journey to building a culture of safety and care!



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