

Psychological Safety in the Workplace

Growth and Development

Growth and Development is one of the 13 psychosocial factors in the CSA Standard for Psychological Health and Safety in the Workplace. Growth and Development refers to the opportunities for employees to learn, build skills, and grow in their roles or careers. This includes training, mentorship, feedback, and opportunities to take on new responsibilities. A supportive workplace ensures employees feel valued, confident, and prepared to succeed.

Why it Matters



When employees have opportunities to learn and grow, they are more confident, engaged, and better prepared to do their work safely and effectively. This reduces stress and supports stronger performance and teamwork.

When growth opportunities are limited, employees may feel stuck or undervalued, leading to lower morale and possible errors or safety concerns. Supporting development helps maintain a safe, confident, and effective workplace.

How to Support Growth and Development

Supporting growth and development is a shared responsibility across the workplace:

Managers & Supervisors

- Provide access to training and learning opportunities such as [Pathways to Learning Sessions](#), [Leadership Development Pathways](#), [Development and Training Funding](#), and [Additional Learning Opportunities](#).
- Provide feedback and identify opportunities through check-ins and annual reviews.
- Support employees in building new skills and taking on new responsibilities.

Employees

- Take initiative to seek out learning opportunities and request approval as needed.
- Ask for feedback to improve skills, performance and identify areas for growth within your role.
- Communicate career goals, interests and participate in available training and learning opportunities.

OHS Committee Members / Safety Representatives

- Identify gaps in health and safety training in the workplace.
- Make recommendations to supervisors/managers related to potential learning and development opportunities in the workplace.

Recognizing and encouraging development at all levels helps employees feel supported, capable, and confident in their roles.

Key Takeaway

Supporting growth and development is a shared responsibility that plays an important role in creating a safe, confident, and engaged workplace. When employees are given opportunities to learn new skills, receive feedback, and take on new responsibilities, they are better equipped to perform their work effectively. This not only improves individual confidence and reduces stress, but also strengthens teamwork, productivity, and overall workplace safety.

Growth and development are not limited to formal training, it happens every day through ongoing conversations, feedback, and opportunities to learn on the job. Managers, employees, and safety representatives all contribute by supporting learning, identifying gaps, and encouraging development. Even small actions, such as sharing knowledge, asking questions, or recognizing strengths, can have a meaningful impact.



Discussion

Taking time to reflect on growth can help identify opportunities for improvement:

- Do you feel you have opportunities to learn and grow in your role? Why or why not?
- What is one small change that could better support growth and development in our workplace?

When employees feel supported in their development, they are more likely to be engaged, confident, and prepared to work safely and effectively benefiting both the individual and the organization as a whole.

For more information on Growth and Development see the video series below.

[13 Factors: Addressing Mental Health in the Workplace - YouTube](#)