

Psychological Safety in the Workplace

Involvement and Influence

When employees feel they have little control over their work or that their ideas are not considered, it can lead to frustration, stress, and disengagement. On the other hand, when employees are encouraged to share their perspectives and contribute to decisions that affect their work, they are more likely to feel valued, respected, and engaged.



Involvement and Influence Means:

- Being able to discuss how work is done with your supervisor.
- Having opportunities to share ideas, concerns, and suggestions.
- Having some flexibility in how work is organized and completed.
- Being informed about changes that affect your work and team.

Why It Matters:

When employees feel heard and included, they are more likely to:

- Be engaged and motivated.
- Adapt positively to change.
- Contribute ideas and solutions.
- Experience greater job satisfaction and psychological well-being.



How to Support Involvement and Influence:

Managers and Supervisors

- Seek and consider employee feedback.
- Communicate the reasons behind decisions and changes.
- Encourage open discussion and follow up on suggestions.

Employees

- Share ideas and concerns respectfully.
- Participate in discussions and ask questions.
- Support an environment where all perspectives are valued.

Key Message:

A psychologically healthy workplace is one where employees feel their voices matter. While not every suggestion can be implemented, everyone should have the opportunity to contribute, be heard, and understand decisions that affect their work. When employees have involvement and influence, they are more likely to feel engaged, respected, and connected to their workplace.

Discussion Questions:

1. Do you feel comfortable sharing ideas or concerns about your work?
2. What is one thing we can do to improve communication or employee involvement within our team?

For more information on Involvement and influence, check out this video link: [13 Factors: Addressing Mental Health in the Workplace – YouTube](#)