

Psychological Safety in the Workplace

Organizational Culture

The purpose of psychological health and safety is to create a workplace that prevents psychological harm and promotes mental well-being. Supporting psychological safety is part of an employer's responsibility under Occupational Health and Safety legislation to protect workers' physical and psychological well-being.

The CSA Standard: Psychological Health and Safety in the Workplace identifies [13 psychosocial factors](#) that influence mental health, engagement, and overall workplace safety. To begin this series, we will focus on the first factor Organizational Culture, which sets the foundation for all other aspects of psychological health and safety in the workplace.

Organizational Culture

Organizational culture refers to the shared values, norms, and expectations that guide how we behave and solve problems at work. A positive organizational culture supports psychological health and safety when it is built on trust, honesty, respect, civility, and fairness, and values support, recognition, and reward.

A Strong Organizational Culture Means:

- Everyone is accountable for their actions
- People respect each other's ideas and beliefs
- Workers feel a sense of belonging
- Trust exists between workers and management
- Difficult situations are addressed effectively and respectfully



What this Means for Us

Psychological safety is everyone's responsibility. By fostering a positive organizational culture, we help create a workplace where people feel safe to speak up, support one another, and do their best work supporting both mental and physical well-being.

For more information about the 13 psychosocial factors, view the following video series.

<https://www.youtube.com/playlist?list=PL2NuAPXp8ohZmoVaECI6sRiV9lQ25Xkld>