

Psychological Safety in the Workplace

Psychological & Social Support

Psychological and social support refers to the ways an organization helps workers feel safe, valued, and cared for both emotionally and socially. It includes the support workers get from their co-workers, their supervisors, and the organization as a whole.

At its core, it is about creating a workplace where people feel comfortable asking for help, talking about challenges, and trusting that others will respond with respect and care.

Why It Matters

When people feel supported, they are less stressed, make fewer mistakes, and work more safely. A supportive team creates a healthier workplace for everyone.

What Good Support Looks Like

- Workers feel welcome and part of the team
- People help each other during tough times
- Leaders check in when someone seems stressed
- Support is available for mental health
- Workers returning from mental health leave are treated with care



How We Can Help Each Other

- Be kind and respectful
- Ask how others are doing
- Offer help when someone struggles
- Speak up if you need support
- Tell a leader if you're worried about someone

Key Message

A supportive team is a strong team. By caring for each other's mental well-being, we keep everyone safe, healthy, and able to do their best work. For more information about the 13 psychosocial factors, view the following video series.

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

Support is Available

Taking care of your mental and emotional well-being is an important part of staying safe at work. Employees have access to confidential support through the Government of PEI's Employee Assistance Program (EAP).

Employee Assistance Program

Phone: 1-800-239-3826

Email: eap@gov.pe.ca

EAP Resources: <https://psc.gpei.ca/employee-assistance-program>

You Matter – Workplace Well-Being: <https://youmatter.princeedwardisland.ca/>