

Psychological Safety in the Workplace

Engagement

Engagement exists when employees feel connected to their work, understand its purpose, and are motivated to contribute to their team's success. Engaged employees are more likely to bring energy, focus, and enthusiasm to their work.

Engagement is an important part of a psychologically healthy and safe workplace. When employees understand how their work contributes to organizational goals, they are more likely to feel valued, supported, and committed.



What Does an Engaged Workplace Look Like?

An engaged workplace is one where employees understand how their work contributes to organizational success and finds meaning and purpose in their roles. Contributions and achievements are recognized, employees have opportunities to share ideas and provide input, and team members feel connected, motivated, and supported.

Signs of Low Engagement

Recognizing signs of low engagement early can help improve communication, strengthen workplace connections, and provide opportunities for additional support.

- Reduced participation in meetings or team activities.
- Lack of enthusiasm or motivation.
- Feeling disconnected from workplace goals.
- Limited collaboration with coworkers.
- Increased absenteeism or withdrawal from workplace interactions.



How Can We Support Engagement?

Employees

- Participate, share ideas, and ask questions.
- Understand how your work contributes to team goals.
- Recognize and support coworkers.
- Celebrate accomplishments and successes.

Supervisors

- Communicate goals, priorities, and expectations.
- Recognize employee contributions and achievements.
- Encourage involvement and participation.
- Foster a respectful, supportive, and inclusive workplace.

Discussion Questions

1. What aspects of your work do you find most meaningful?
2. What can we do as a team to improve engagement and workplace connection?

Key Message

Employee engagement plays an important role in creating a healthy, safe, and psychologically supportive workplace. When employees feel connected to their work, recognized for their contributions, and involved in workplace activities, they are more likely to experience a greater sense of purpose and belonging.

For more information regarding employee engagement visit: [13 Factors: Addressing Mental Health in the Workplace - YouTube](#)