

# Healthy Work and Learning Environments

## We Asked

OSSTF is working with the Peel District School Board to try and expand the health and safety management approach to include the [National Standard for Psychological Health and Safety](#). Using the [Guarding Minds@Work \(GM@W\)](#) survey, we asked you to identify factors in your worksites that might affect your psychological health and safety. This is not about your personal health status. It is about the health and well-being of all employees.

There are **13 Psychosocial Factors** assessed by GM@W. The 13 Psychosocial Factors are consistent with domains identified by a large body of research as areas of fundamental psychosocial risk.

Lower scores indicate **greater risk** to employee psychological health and organizational psychological safety - Serious Concern (5-9); Significant Concern (10-13).

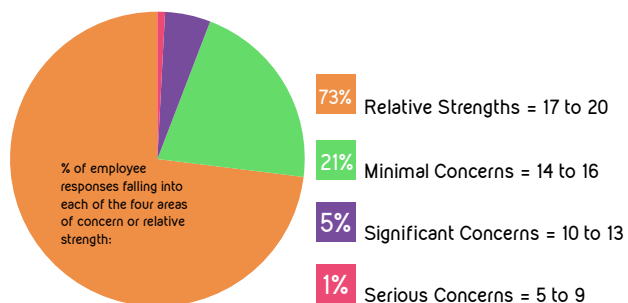
Higher scores indicate **greater employee and organizational resilience and sustainability** - Minimum Concern (14-16); Relative Strength (17-20).

## You Spoke

### Area of Strength

**Engagement** - A work environment where employees feel connected to their work and are motivated to do their job well.

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements:

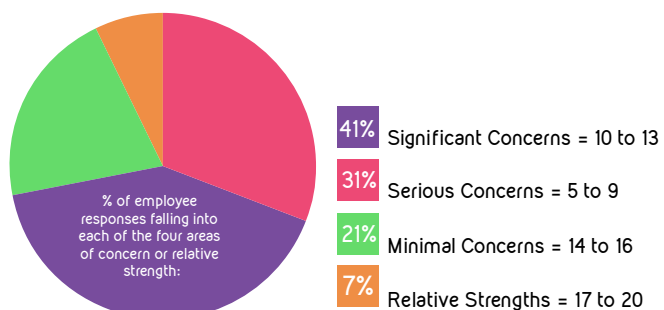


## Top 3 Significant Concerns

Members rated their level of agreement on a 4-point scale

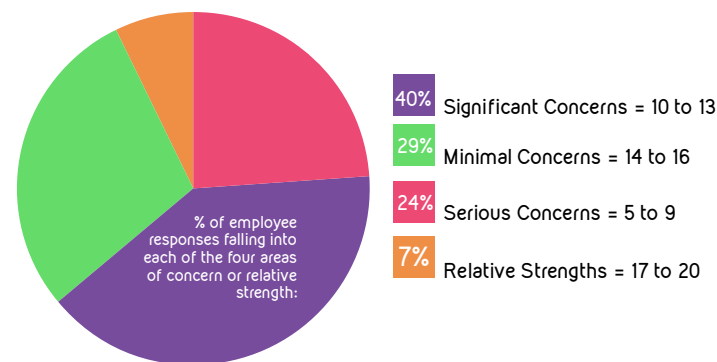
### Balance

A work environment where there is recognition of the need for balance between the demands of work, family and personal life.



### Organizational Culture

A work environment characterized by trust, honesty and fairness.



### Psychological Protection

A work environment where employees' psychological safety is ensured.

