Not just hard hats and hi viz

ANDREA NEWTON
WWW.ABDCCT.CO.UK

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Hello!

* Andrea Newton
* Leadership Development
* Tutor with NCSPT
* Published contributor
* Woman on a mission

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Health & Safety

"SHOUT IT LOUD AND CLEAR!"

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Mental HEALTH
and
Psychological SAFETY

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We all have mental health …

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Mentally Well
Thriving

Mentally Unwell
Surviving

6

Nobody is immune

We all face challenges in our day to day lives

Whether at work, socially or at home

Our mental health is simply the way we think and are feeling, our ability to cope with day to day life

We currently have so many additional negative factors …

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Current challenges

- Physical Health concerns – not just Covid!
- Lack of mental health support – services overwhelmed
- Isolation and loneliness
- Bereavement
- Finances
- Job security/Redundancy/Job Market
- Family, elderly relatives, lack of contact
- Lack of social interaction
- Unhealthy coping mechanisms

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Distancing and isolation are recommended for our physical health, but both can be potentially damaging for our mental health …

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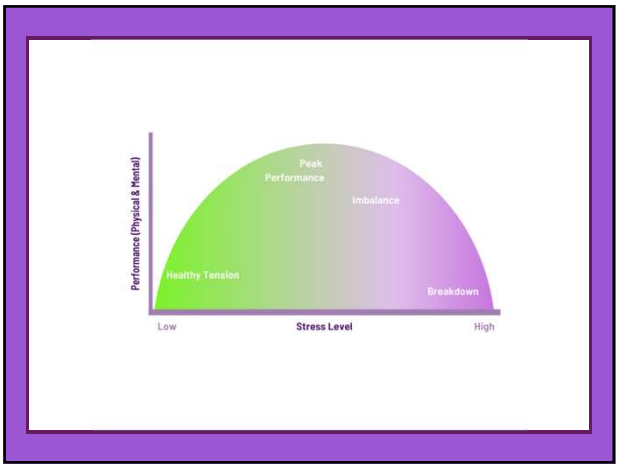
Performance (Physical & Mental)
Peak Performance
Imbalance
Healthy Tension
Breakdown
Low
Stress Level
High

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REGULATIONS
RULES
COMPLIANCE
STANDARDS
POLICIES

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SAFE

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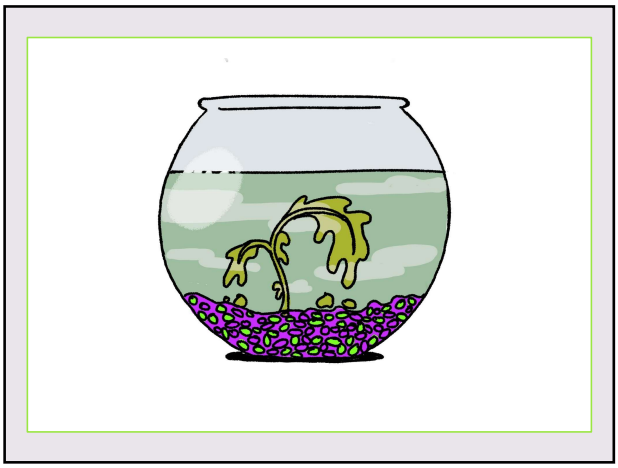

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Psychological Safety

* We are living through a period of extraordinary uncertainty
* An undercurrent of emotional disturbance characterised by rising levels of anxiety, depression, fear, and stress.
* Leaders are responsible for supporting a wide cross-section of people all of whom have their own range of experiences
* Where honest conversations, candid feedback, true feelings and no fear exists

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What is psychological safety?

Edmondson – "Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes."

"It allows people to learn from mistakes and near-misses, reducing the chances of further errors as well as enabling creativity, innovation and challenge."

Clark - "The absence of physical safety can bring injury or death, but the absence of psychological safety can inflict devastating emotional wounds, neutralise performance, paralyse potential, and crater an individual's sense of self-worth. It can also destroy organisations"

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"Leadership is an occupational health factor in its own right"

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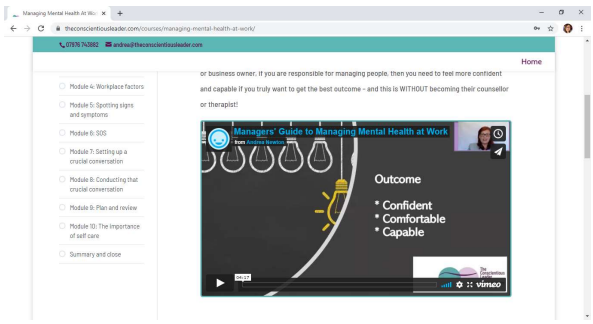

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Inclusivity

* NO ASSUMPTIONS
* FLEXIBILITY
* RESPECT FOR INDIVIDUAL CIRCUMSTANCES
* AUTHENTIC

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"The single biggest influence on organisational climate is the style and behaviour of the leader"

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10 things great employers do for better team mental health

* Take ownership
* Honesty & vulnerability
* Empathy, compassion & listening
* Communication & clarity
* Connection & collaboration
* Flexibility, inclusivity, respect
* Tackles issues head on
* Psychological safety
* Policies, processes and practices
* Train, educate and inform

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"Whether work is causing the health issue or aggravating it, employers have a legal responsibility to help their employees." HSE

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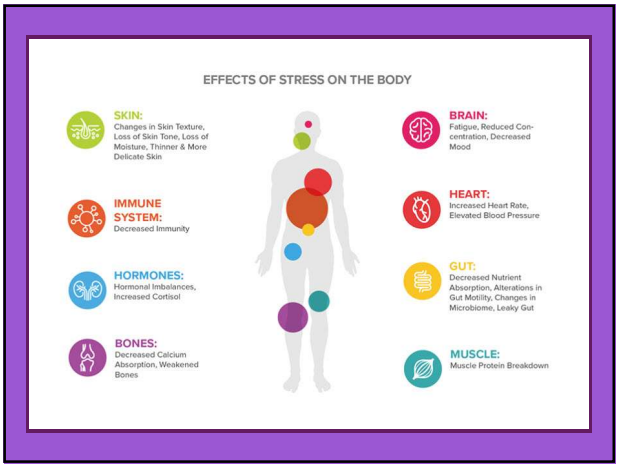

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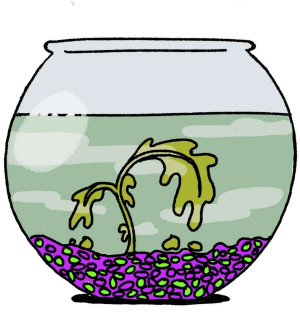

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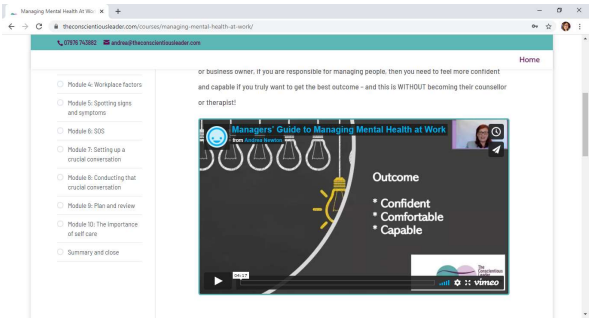

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