

Psychologically Safe Leader Assessment: Employee Feedback

This Psychologically Safe Leader Assessment requires an average of 20 minutes to complete. We recommend completing it in one sitting, free of distractions and without the input of others. This focused time helps to ensure a more accurate evaluation of your leader's strengths and areas for improvement. You will not be able to save your progress.

Please answer as objectively as you can, based on what you currently have observed, experienced and/or how you believe the person you directly report to would likely approach a situation. Remember that they may never have been authorized or asked to implement some of these strategies and the intent is to take a snapshot of current practices to allow identification of alternative strategies that may help improve psychologically safe leadership.

Think about recent experiences you have had with the leader you report directly to. Don't just focus on one experience. No leader is perfect all the time. This tool is meant to show both strengths and areas that they could improve.

- **Always** only if your leader does what is described consistently.
- **Never** only if your leader does not ever do what is described.
- **Rarely, Sometimes** or **Often** when one of these better represents the frequency to which you believe what is described would happen.
- Answer based on **your own personal experiences** in your current job.
- This survey is concerned with your thoughts, opinions and feelings. If you are unsure of an answer, please select the option that you believe is **most likely to be true**.

Your responses will be anonymous and added together with the responses of others reporting to your supervisor. Any information you provide through this assessment will be strictly confidential and stored on a secure server in Canada by the Canadian Centre for Occupational Health and Safety.

Psychologically Safe Leader Assessment: Employee Feedback

- Communication and Collaboration
- Social Intelligence
- Problem Solving and Conflict Management
- Security and Safety

Communication and Collaboration

1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

	1	2	3	4	5
1. My leader knows how and when to adapt their communication style to facilitate effective interaction with diverse employee personalities, emotional states, or learning styles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My leader ensures that I have clarity in terms of job expectations and task priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My leader has one-to-one meetings with me to discuss issues that affect my work, including how my work links to organizational goals and objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My leader ensures I am kept up to date when there are proposed or actual changes in processes, policies or priorities that could impact my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Even when my leader is not authorized to share information, they communicate as appropriate with me to address any unnecessary fears or concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My leader conducts check-ins to help me maximize my capabilities and potential on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My leader seeks feedback about what might be currently challenging or frustrating me at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My leader seeks input about my professional development goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My leader provides positive, constructive feedback with the intent of helping me grow and develop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My leader actively encourages me to suggest ideas for new workplace experiences that I may value or benefit from (for example, committee work, mentoring, job shadowing).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. My leader provides me with opportunities (formal or informal) to develop my interpersonal skills at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My leader discusses with our team how we can all work better together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. My leader verbalizes appreciation for my tasks and efforts at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. My leader recognizes the successes and achievements of our team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My leader demonstrates genuine appreciation for the specific work that I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Social Intelligence

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1. My leader refers employees experiencing distress, mental health issues or disabilities to appropriate resources in the organization or community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My leader supports the accommodation needs (formal or informal) of employees experiencing distress, mental health issues or disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My leader appears comfortable when employees share their emotional or personal concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My leader is effective at dealing with employees' emotional reactions, even when they are under high work stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I can easily access my leader when I need someone to talk to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My leader keeps my team motivated and positive, even when stress or pressures are high.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My leader takes active steps to create a work environment that is inclusive for everyone and free of stigma and discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My leader actively strives to facilitate respectful and non-judgmental discussions about mental health in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My leader encourages solution-focused discussions about issues that affect work relationships and morale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. During times of high work stress, my leader remains positive in their language and attitude.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. My leader motivates me to do my best work and achieve my job goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My leader helps foster a sense of purpose and meaning in my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. During times of high work demands, my leader works even harder at keeping me motivated and engaged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. My leader notices when I am less engaged, and tries to help me resolve any challenges I may be facing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My leader helps facilitate development of my interpersonal skills, in addition to the development of my technical job skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My leader finds opportunities for me to utilize my personal strengths at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I feel appreciated by my leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. My leader recognizes my efforts and successes in ways that are meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. My leader does not allow their stress and frustration to impact me at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Problem Solving and Conflict Management

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1. My leader ensures our team interactions remain inclusive and respectful for all, regardless of our current workplace demands, stressors, or personal biases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My leader ensures that all team members demonstrate civility in their workplace interactions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My leader effectively resolves workplace conflict in a way that preserves the respect and dignity of all participants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My leader holds members of my team accountable for inappropriate workplace conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My leader actively solicits my input on potential solutions to work-related challenges and issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My leader consults with me on potential decisions and changes that may affect my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My leader provides flexibility over how I achieve my agreed-upon work outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. As soon as possible, my leader informs me in a clear and positive manner of changes outside of their control that may impact how my work is done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My leader actively involves me in discussions about how I can best achieve my work objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My leader helps me manage my workload demands.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I feel comfortable talking to my leader when I am having challenges completing my tasks within my defined work hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My leader monitors our team's workload demands on an ongoing basis, and makes adjustments as needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. When demands are high, my leader works with me to prioritize my tasks and responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I would be comfortable going to my leader if I needed help prioritizing my job tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My leader ensures that I have the skills and resources I need to meet the psychological and emotional demands of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My leader fairly and promptly resolves workplace issues and disagreements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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1. My leader ensures the mental and emotional effort required to do my work is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My leader requires me to take my entitled breaks and time off (for example, lunchtime, breaks, vacation time).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My leader supports and encourages me to maintain healthy work-life harmony.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. When I express a conflict between work and personal demands, I trust my leader to support me in finding an effective solution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My leader models healthy work-life harmony in what they say and do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I trust my leader would respond in an effective and timely manner to any potential risks to my psychological safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I trust my leader would effectively support me during and after times of crisis or trauma.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I trust my leader would recognize and address the psychological impact of verbal, sexual or physical harassment, discrimination, bullying, or violence at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I trust my leader would effectively address and resolve situations that may threaten or harm my psychological health or safety including from clients, customers, or patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I would feel comfortable speaking to my leader about risks to my psychological safety at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I trust my leader would respond in an effective and timely manner to any potential risks to my physical safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My leader ensures I have the resources, knowledge, and skills needed to do my job in a physically safe manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I trust my leader would respond promptly if I raised concerns about physical safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I trust my leader would recognize and address the psychological impact of illnesses, accidents, or injuries at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I would feel comfortable speaking up to my leader about risks to my physical safety at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>