A Healthier Workplace for Everyone

Understand psychological safety and actions everyone can take to strengthen it in the workplace.

Tip Sheet | Psychological Safety | PSP

10 min read

Workplace Psychological Safety

Psychological safety refers to reducing the risk of psychological harm and creating conditions where workers feel supported, respected, and safe to engage fully at work. In practice, it means creating a climate where team members feel safe to:

- voice ideas and concerns
- admit mistakes and learn from them
- ask questions
- engage in honest, constructive discussions

— without fear of blame, judgment, or negative consequences.

When psychological safety is present, teams are more resilient, collaborative, and effective. Trust grows, learning accelerates, and problems are identified earlier—before they escalate. In public safety and high-pressure environments, psychological safety is especially critical for protecting mental health and sustaining performance over time.
Psychological safety is shaped by both leadership and everyday interactions between coworkers. Everyone has a role to play—while recognizing that people experience different levels of influence and safety depending on role and context

Key Message for Everyone

Psychological safety is created together. By treating one another with respect, speaking up when it's safe to do so, and taking care of your own wellbeing, you help build a workplace where people can perform, recover, and support one another without fear.

Your Role in Supporting Psychological Safety

Psychological safety is strengthened through day-to-day behaviours across the team. Workers contribute to a safer environment by:

- treating one another with respect and professionalism
- speaking up about hazards, errors, or concerns when it is safe to do so
- supporting colleagues who raise issues or ask for help
- engaging in problem-solving rather than blame



It takes a village
Small, consistent actions from many people create safer teams over time.

When it's Safe to Speak up. .

When people feel safe to speak, teams are better able to learn, adapt, and protect one another's wellbeing.

When psychological safety is low, silence can take hold. People may avoid raising concerns, hide mistakes, or manage stress alone — often at a cost to mental health, morale, and safety.

What a Psychologically Safe Workplace Looks and Feels Like

- concerns are taken seriously and addressed respectfully
- mistakes are treated as opportunities for learning
- different perspectives and experiences are valued
- mental health conversations are handled with care and confidentiality
- people feel respected, included, and supported

It's okay to ask for help.
You're not alone.
Support is available:

Thinking Beyond Titles

You do not need to have a leadership title to contribute to psychological safety.

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Actions You Can Take to Support Psychological Safety

Speak with Respect	Speak up early	Respond with curiosity	Support peers	Challenge stigma
Listen without interrupting, avoid dismissive language, and assume positive intent.	When safe to do so, raise concerns before issues escalate.	If someone makes a mistake, focus on understanding what happened and what can be improved.	Check in with coworkers, especially after difficult events or during high-stress periods.	Use language that is respectful of mental health and support others who ask for help.

Protect Your Own Wellbeing Too

Noticing stress or strain does not mean you are failing. Psychological safety also includes taking care of yourself. Monitoring your own wellbeing can help you recognize when additional support may be needed.



Practical Ways to Start

Check in with yourself

- Notice changes in your mood, energy, sleep, or stress levels. Early awareness can help prevent problems from worsening.

Stay connected

- Social support matters. Talking with coworkers, friends, or family — even briefly — can help you stay grounded.

Ask for support when needed

- Reaching out to a peer, supervisor, or professional resource is a positive step toward maintaining your mental health.

Self-Check Tools to Support Your Wellbeing

- Mental Health Continuum Model
  - *Reflect on where you are and what support may help.*
- PSP Mental Health Services
- Canadian Emergency Response Psychosocial Support Network
- Warrior Health

