

# Connecting frameworks:

The LEADS in a Caring Environment Capabilities Framework and the National Standard for Psychological Health and Safety in the Workplace



Engagement

Wellbeing

*A psychologically healthy workplace can improve:*

Satisfaction

Quality patient care

Financial bottom line

HEALTHCARE WORKERS ARE MORE LIKELY TO:



- miss work due to illness or disability.



- experience burnout;
- compassion fatigue;
- sleep deprivation.

What does a psychologically healthy environment look like for your organization? Work with staff at all levels to determine the desired vision.

**Create Vision & Results**

STEP 1

**Assess Current State**

STEP 2

You've determined where your organization wants to go, but where are you now? Establishing benchmarks will help to measure progress throughout your journey to implement The Standard.

**Use a Systems Approach**

Healthcare is complex in terms of the politics, professions and organizations involved. A broad, systems approach to organizational change is required to appreciate an organization's role within this complex environment.

STEP 7

STEP 3

**Prepare Leaders to Lead Self through Change**

Leader-managers need the opportunity to 'ground' themselves in the attitudes, beliefs, values and skills needed to be 'authentic' change agents of psychological health and safety.

**Using LEADS to create psychologically healthy workplaces.**

STEP 6

STEP 4

**Engage Others in Change**

Healthy, psychologically safe, and productive interpersonal relationships between workplace colleagues are critical to implementing The Standard.

**Engage Stakeholders**

Psychological safety and wellness goes beyond organization borders—because patients do! Promoting a psychologically safe work environment ensures that patients receive equal quality care no matter which institution they visit.

STEP 5

**Focus on Results**

Aligning the limited budget, people resources, and technical expertise in support of efforts to create psychologically healthy workplaces can enhance efficiency and improve productivity.

*Caring leadership is the primary factor in creating healthy workplace climates.*