

JHSC Psychosocial Hazard Assessment

Hazard	Points to Assess	Yes	No	Findings & Recommendations
Demand conflicts	Does the worker indicate feeling overwhelmed about finishing high-priority projects on time? Is there anxiety about possibly not meeting deadlines?			
	Does the worker feel there a lack of clear priorities for when work exceeds allocated time?			
	Does the worker feel there is unfair work distribution for individuals who are more proficient or do not complain?			
	During their shift, does the worker experience a reduced ability to process information, slower reactions, lack of attention, absent-mindedness, decreased awareness, underestimation of risk, memory lapses, reduced coordination?			
Environment of work	Is the worker's concentration consistently interrupted due to workplace environmental factors? This may include increased noise levels, incompatible ergonomic fit, or poor IAQ			
Communication Issues	Does the worker complain about a lack of positive feedback, not being informed of recent updates, or receiving no responses to questions?			
	Does the worker feel they have no participation in decision making that will affect their workflow?			



Diminished job resources	Is the worker provided with content necessary for the adequate completion of their job tasks? Do they know how to access relevant resources?			
	Are workplace systems in place to enable and encourage employees to support their colleagues?			
Moral Distress	Does the worker often know what needs to be done, but feel prevented from doing what they think is right because of workplace limitations (e.g., understaffing, time constraints or a lack of resources)?			
	Does the worker often feel their professional standards of care or service delivery are impossible to carry out?			
Compassion Fatigue (Empathic Strain)	Are there feelings of helplessness and powerlessness in the face of patient suffering?			
	Does the worker feel their capacity for empathy and sensitivity has been reduced? Is there a general feeling of detachment, mental numbness, and emotional disconnection?			
Working alone	Is there a long a period of time when the worker does not have direct contact with a co-worker or the public? If so, is there a check-in procedure?			
	Does the worker ever feel concerned for their safety when working alone, or experience uneasiness about methods of communication?			



	Does the worker experience social isolation (i.e., working on tasks and projects outside of the team environment?)			
Lack of engagement to their work	Does the worker feel a lack of connection to their work? Do they feel motivated or empowered to do their job well?			
	Is there an imbalance between the worker's efforts and associated rewards or recognitions?			
	Does the worker feel a lack of autonomy over their job?			
Inadequate management oversight	Does the worker indicate there are inappropriate and unfair decisions around work policies and rules?			
	Are there insufficient training or growth opportunities?			
	Does the worker feel the workplace leadership is supportive of their psychological and mental health? Are there normalized discussions in the workplace about mental health?			
Traumatic Stressors	Does the worker feel the employer takes all reasonable precautions to mitigate traumatic stressors in the workplace?			
	Does the worker often hear about first-hand traumatic experiences of others in the course of their work which may result in vicarious trauma?			
	Is the worker informed of any emotional support systems offered by the workplace?			
Work pace	Does the worker ever have to work through their breaks to get the job done on time? Do they find themselves having to stay after hours?			



	Do they have to rush or take shortcuts to finish their assignments?			
	Do they feel their workload is too little or that the day drags on slowly? Are the tasks monotonous, with a lack of variety?			
Conflict with clients and other workers	Does the worker feel their workplace fosters civility and respect? Have there been unaddressed instances of bullying/harassment in the workplace?			
	Are there barriers to a collaborative atmosphere amongst teammates?			
	Are workers aware of how to report incidents pertaining to workplace violence and harassment?			