



## Psychosocial Survey for Healthcare Questions

- People treat each other with respect and consideration in our workplace.
- Hiring/promotion decisions consider the “people skills” necessary for specific positions.
- I receive feedback at work that helps me grow and develop.
- My immediate supervisor appreciates my work.
- I am able to talk to my immediate supervisor about how I do my work.
- The amount of work I am expected to do is reasonable for my position.
- I enjoy my work.
- My organization provides self-care tools to help me look after my own psychological well-being.
- My organization is committed to minimizing unnecessary stress at work.
- Management in my organization takes appropriate action to protect my physical safety at work.
- My immediate supervisor would say or do something helpful if I looked distressed while at work.
- People at work show sincere respect for others’ ideas, values and beliefs.
- My organization provides support to staff when critical patient care incidents occur.
- Leadership in my workplace is effective.
- My organization provides training to prevent burnout and promote resilience.
- My organization takes action to prevent and manage staff fatigue.
- I am paid fairly for the work I do.
- My organization supports staff when errors occur in the provision of patient care.
- I am willing to give extra effort at work if needed.
- I am able to reasonably balance the demands of work and personal life.
- My immediate supervisor cares about my emotional well-being.
- I feel supported in my workplace when I am dealing with personal or family issues.
- Difficult situations at work are addressed effectively.
- I have sufficient control of my work schedule.
- I am informed about important changes at work in a timely manner.

- People from diverse backgrounds are treated fairly in our workplace.
- I have the opportunity to advance within my organization.
- My opinions and suggestions are considered at work.
- I have the equipment and resources needed to do my job well.
- My organization takes appropriate action to protect me from violence by patients, staff, family members or visitors.
- My organization promotes work-life balance.
- I am able to do my job in a way that meets my personal and professional ethical standards.
- Leaders in my organization support psychological self-care.
- When physical accidents occur, or physical risks are identified, my organization responds effectively.
- My supervisor believes that social skills are as valuable as other skills.
- My organization values growth and development by staff.
- I am informed of important changes that may impact how my work is done.
- My work is free from unnecessary interruptions and disruptions.
- I can talk to my supervisor when I am having trouble maintaining work-life balance.
- Healthcare staff in my workplace have a good understanding of the importance of employee mental health.
- In my organization, management and staff trust one another.
- My organization provides clear and effective communication.
- My workplace has effective ways of addressing inappropriate behaviour by patients, staff, family members or visitors.
- My position makes good use of my personal strengths.
- My work team supports me when I make ethically-difficult decisions related to patient care.
- My organization values my commitment and passion for my work.
- I am proud of the work I do.
- My organization deals effectively with situations that may threaten or harm staff (e.g., harassment, discrimination, violence).
- Healthcare staff have the equipment and tools they need to do their jobs in a physically safe way.
- I participate in decisions that affect patient care.