



Building a Psychologically Healthy, Safe and Well Team

Contact Us

Phone: 780-945-6134

Email: info@wellnessworkscanada.ca

Scotia Place, 10060 Jasper Ave

Suite 2020 Tower 1

Edmonton, Alberta T5J 3R8



Building a Psychologically Healthy, Safe and Well Team

Welcome to this team building workbook, a guide designed to foster a psychologically healthy, safe, and thriving team environment. By embarking on this journey, you've taken a significant step toward creating a workplace culture that prioritizes well-being and success for all its members.

In the pages that follow, you'll discover a rich array of tools, models, and resources carefully curated to empower you in nurturing not only your team but also yourself. Building a strong and cohesive team is a multifaceted endeavor, and this workbook serves as your companion in navigating the complexities of interpersonal dynamics, communication, and collaboration.

As you delve into the contents of this workbook, you'll explore and uncover insights and strategies that will enhance your leadership abilities, foster stronger relationships among team members, and cultivate a positive work environment.

We commend you for your commitment to the well-being and success of your team. Together, let's embark on this journey of growth, learning, and collaboration as we strive to create a workplace that thrives on positivity, resilience, and mutual respect.

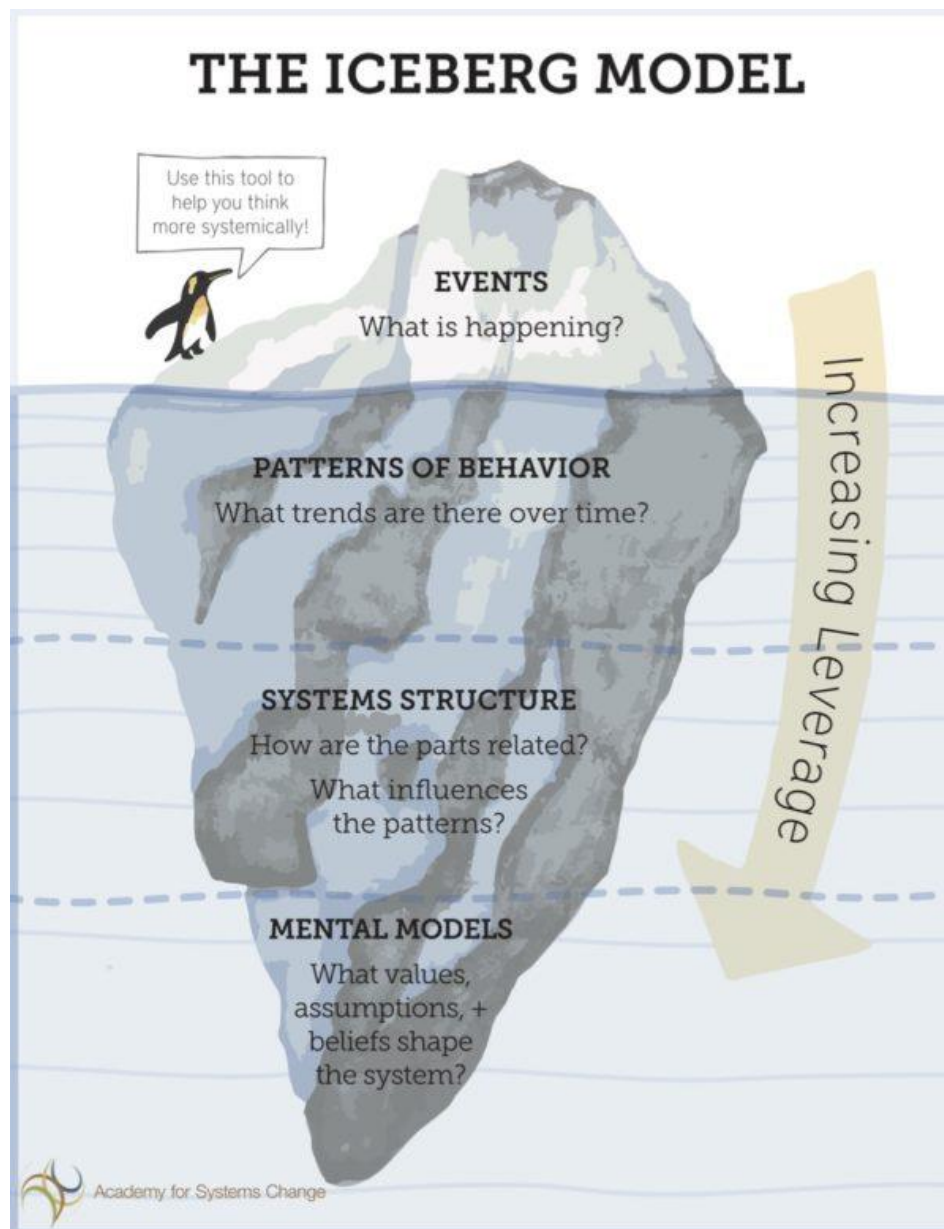
Five Point Approach

A step-by-step approach on how to successfully prepare, plan, inspire, execute and evaluate your work of building a thriving team.



Systems Thinking Iceberg Model

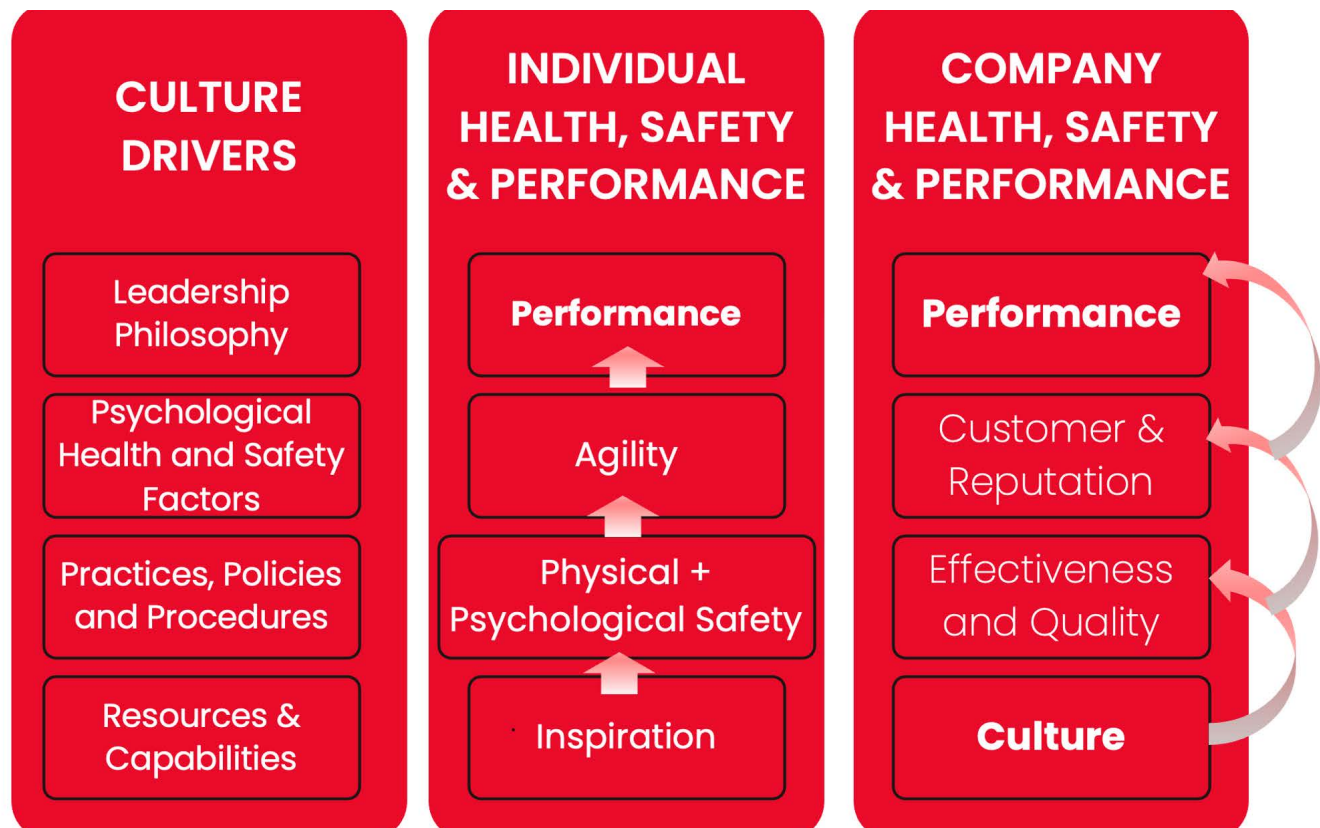
Addressing problems only at the event level is often not enough. The real causes are often hidden and it's important to look further into the issue. The Iceberg Model is a tool that you can utilize to help shift your perspective and see beyond the immediate event that is visible. It will help you uncover the root causes of why events happen.



Adopted by Goodman et al, 2002.

Thriving Workplace Culture Logic Model

Success factors include a clear shared **purpose**, **inclusive leadership**, and lived-by **values**



What drivers or factors impact your team's culture?

Psychological Health and Safety Factors

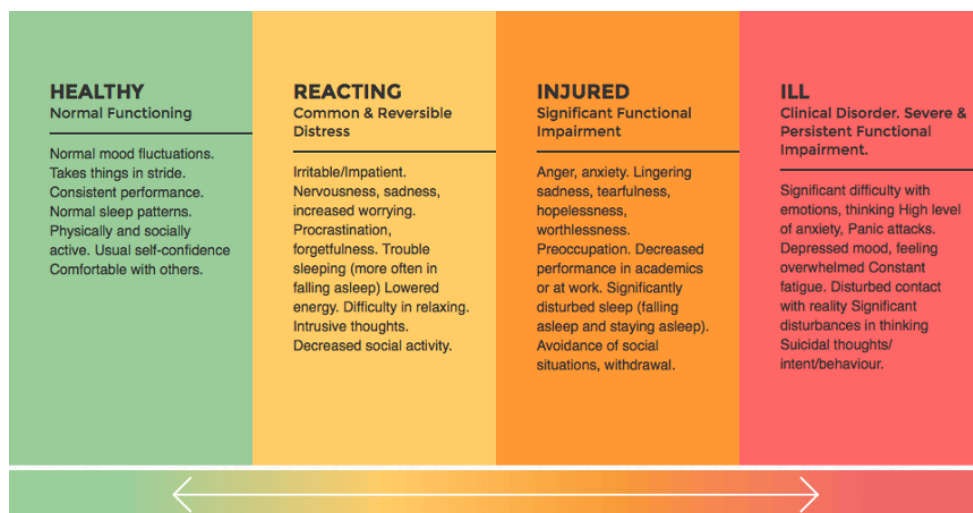
[View the video overviews here.](#) Pick no more than two to work on at a time.

Factor	Circle of Influence	What is going well?	What can I improve?
Psychological Support			
Civility & Respect			
Psychological Competencies			
Growth & Development			
Recognition & Reward			
Involvement & Influence			
Workload Management			
Engagement			
Balance			
Psychological Protection			
Protection of Physical Safety			
Clear Leadership & Expectations			

Mental Health Conversations – ALGES*

*Adapted from Mental Health First Aid Standard, Mental Health Commission of Canada

Mental Health Continuum



Approach and Assess

- Find a private place
- Ask permission to talk
- Ask questions. Ex: I've noticed that... How are you doing? How long have you been feeling this way?
- Assess the risk of harm

Listen non-judgementally

- I see. I'm hearing...is that right?
- Tell me more.
- Acknowledge, even if you don't agree
- Be comfortable with silence

Give Reassurance

Given the situation, it's understandable that you're feeling this way. There are supports that have helped others. Would you like information about these supports?

Encourage Professional and Other Support

Can you think of who you could reach out to? EAP? Colleagues? Are there others you could reach out to? A family member? Friend or community member? Spiritual or faith-based supports?

Self Care

What will you do for yourself to recharge?

GROW Model

The **GROW model** raises awareness of aspirations, a better understanding of the current situation, the possibilities, and the actions that could be taken to achieve personal and professional goals. The following questions are prompts that you can use to help create shared empowerment to support your team to achieve their goals. You don't need to ask all of the questions, they are just a guide to get you started.

Goal

- What goals are you working on right now?
- Where are you in relation to those goals?
- What do you think is keeping you from reaching this goal?
- How will you know you reached that goal?
- What is the subject matter or the issue on which you would like to work?

Reality

- What is happening now?
- How often is this happening?
- What is the expectation or goal related to this performance or behaviour?
- What is the effect of not meeting that expectation?
- Have you meet that expectation in the past?
- What allowed you to meet that expectation in the past?
- What have you tried already?
- What difference did those actions make?
- Who else is involved in the situation and how?
- What factors are most important in this situation?
- What decisions led you to this place?

Options

- What are all the ways in which you could approach this issue?
- Make a list of the alternatives, large or small, complete and partial.
- What else could you do?
- What would you do if you had more time, a larger budget or if you were the boss?

What WILL you do?

- What are you going to do?
- When are you going to do it?
- Will this action meet your goal?
- What are your criteria and measurements for success?
- When are you going to start and finish each action step?
- What obstacles might arise as you take these steps?
- What will you do to eliminate these external and internal obstacles?

WOOP Goal Setting: Goal One

Use this page to set a goal to support yourself to build a culture of psychological health and safety. Tie your goal to your why and purpose.

My Why:

Wish What is your realistic, measurable, attainable goal?	
Outcome What will be different how will you feel and perform?	
Obstacle What will get in your way of your wish and the outcome?	
Plan What is an effective plan to overcome these obstacles?	

Goal Two

Use this page to set a goal to build a culture of psychological health and safety. Tie your goal to your why and purpose..

My Why:

Wish What is your realistic, measurable, attainable goal?	
Outcome What will be different how will you feel and perform?	
Obstacle What will get in your way of your wish and the outcome?	
Plan What is an effective plan to overcome these obstacles?	

Goal Three

Use this page to set a goal to build a culture of psychological health and safety. Tie your goal to your why and purpose..

My Why:

Wish What is your realistic, measurable, attainable goal?	
Outcome What will be different how will you feel and perform?	
Obstacle What will get in your way of your wish and the outcome?	
Plan What is an effective plan to overcome these obstacles?	

My Toolbox

Items in my toolbox that will help me support a thriving team.

Resources for my team

Tools for myself

Resources

The following resources can be accessed anytime to support yourself or your team to thrive. Simply follow the links.

- [Five step guide](#) to building a healthy high performing work culture
- Psychologically safe [leader assessment](#)
- Team agreement [questionnaire](#)
- [Workload management](#) workbook
- Annual [well-being calendar](#) with themes and tips
- Pocket guide to providing [psychological first aid](#)
- Free [emotional intelligence assessment](#) and report
- resources.wellnessworkscanada.ca
- workplacestrategiesforworkplacementalhealth.com
- Canada EAP: one.telushealth.com
- US EAP: guidanceresources.com/crcWeb/public/login/login.xhtml



Building a healthy, high performing
Canadian population and economy.
One organization at a time.
Together.

WellnessWorksCanada.ca