

ARE YOU MODELLING PSYCHOSOCIAL SAFETY?



A Reflection Checklist for Leaders, Teams & Workplace Visitors

Psychosocial safety is shaped by everyday behaviour. Use this checklist to reflect on the example you are setting — because workplace culture is built in moments.

PERSONAL SELF-CHECK

- Do I remain respectful, even when I disagree?
- Do I manage my tone under pressure?
- Do I avoid public criticism or embarrassment?
- Do I consider how my words may impact junior or vulnerable workers?
- Do I model calm, solution-focused problem solving?
- Do I take accountability if I overstep or react poorly?
- Do I reinforce behavioural standards through my own actions?
- Would I be comfortable if my behaviour was observed by a new employee?

REFLECTION PROMPTS

- What behaviours do I consistently model?
- What behaviours could I improve?
- What would a young worker learn about “acceptable behaviour” by observing me?
- Where might small moments be creating unintended impact?

FOR LEADERS & TEAMS

Use these prompts in team meetings or leadership discussions:

- What does respectful disagreement look like in our workplace?
- Where do psychosocial risks most commonly show up for us?
- How do we respond to difficult interactions or high-pressure situations?
- Are behavioural expectations clearly communicated and consistently applied?
- What support do our managers need to role model effectively?

Need support interpreting these changes?



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