

# Your scoresheet for building a psychologically healthy workforce

Creating a culture of well-being means creating a work environment where people feel connected, engaged, and supported. Use this scoresheet to measure your progress. Have a small team that is representative of your workforce fill it out, and take an average of the results.

**1. Rate each element on a scale of 1 to 5.**

1 = Needs improvement

5 = Very good, maintenance only

**2. Identify areas for improvement.** Focus on scores of 1 or 2.

**3. Explore the provided resources** for ideas on enhancing your efforts.

## Elements of a psychologically healthy workforce

### Know the impact

1 2 3 4 5  
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**Data gathering:** Review engagement surveys, health assessments, complaints/grievances to human resources or the compliance department, and other data sources to understand how mental health impacts your workforce and help score other elements.\*

### Break the silence

1 2 3 4 5  
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**Stigma reduction:** Provide educational information about resilience and mental health to encourage employees to seek and get care.

**Resources:** [Mental Health Insights](#), [Find Your Words](#), [Mental Health First Aid](#)

1 2 3 4 5  
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**Psychological safety:** Make sure employees are treated with civility and respect at all times, so they feel comfortable seeking feedback, reporting mistakes and problems, or proposing new ideas – without fear of negative consequences to themselves or their careers.

**Resources:** [Harvard Business Review](#)

### Offer robust care options

1 2 3 4 5  
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**Psychological support:** Provide support for a range of mental health concerns, including stress management/ resilience self-care resources, employee assistance programs, and mental health care benefits.

**Resources:** [kp.org/mentalhealth](https://kp.org/mentalhealth), [kp.org/selfcare](https://kp.org/selfcare), [EASNA](#)

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## Elements of a psychologically healthy workforce

Build a culture of well-being	
1 2 3 4 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p><b>Clear leadership and expectations:</b> Help make sure employees know what they need to do and how their work contributes to the organization, and that there's a good fit between their personal competencies and the skills they need to do their jobs.</p> <p><b>Resources:</b> <a href="#">Gallup's "Rethinking Competencies" series</a></p>
1 2 3 4 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p><b>Protection of physical safety:</b> Protect the physical safety of employees.</p> <p><b>Resources:</b> <a href="#">APA Health and Safety</a></p>
1 2 3 4 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p><b>Work-life balance:</b> Show recognition of the need for balance between the demands of work, family, and personal life, as well as a realistic balance of workload demands.</p> <p><b>Resources:</b> <a href="#">APA Work-Life Balance</a></p>
1 2 3 4 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p><b>Growth and development:</b> Give employees encouragement and support in the development of their interpersonal, emotional, and job skills.</p> <p><b>Resources:</b> <a href="#">APA Employee Growth and Development</a></p>
1 2 3 4 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p><b>Involvement and influence:</b> Include employees in discussions about how their work is done and how important decisions are made, so they'll feel more engaged and connected to their work.</p> <p><b>Resources:</b> <a href="#">APA Employee Involvement</a></p>
1 2 3 4 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p><b>Recognition and reward:</b> Provide appropriate, fair, and timely acknowledgment and appreciation of each employee's efforts.</p> <p><b>Resources:</b> <a href="#">APA Employee Recognition</a></p>

### Learn more

#### Watch our webinar:

["Prioritizing a psychologically healthy workforce in the time of COVID-19"](#)

#### For more helpful resources, visit:

[business.kaiserpermanente.org/insights/mental-health-workplace](https://business.kaiserpermanente.org/insights/mental-health-workplace)

\*Be cautious of relying heavily on data to inform insights on your COVID-19-specific strategy. Data may rapidly fluctuate in the COVID-19 environment and should be observed over a longer period of time.