



Psychosocial risk and psychosocial hazards are important, however the PSI extends BEYOND measuring just these things. It includes psychological safety, which contributes to performance, innovation etc., not just risk management.

Common psychosocial hazards at work	PSI Program Item
Job demands	7. My workload was manageable 12. I felt supported to balance my work/life needs
Low job control	2. I was trusted to do my job 8. I was enabled to make decisions about my own work schedule or priorities
Poor support	15. I was encouraged to ask for help when I needed it 18. I felt genuinely cared for 13. I felt safe to make a mistake, knowing I could learn from it
Lack of role clarity	5. I understood what was expected of me in my role
Poor organisational change management	22. Information was shared openly 16. I noticed people were willing to share ideas and concerns 10. I felt secure about my role/position in the team
inadequate reward and recognition	4. I felt the effort I put in was equal to the reward I took out 6. I was acknowledged or recognised for good work
poor organisational justice	14. I felt accepted for my differences 21. I felt respected by my team 1. I felt fully included as a member of the team
traumatic events or material	All PSI questions
remote or isolated work	20. I felt connected to my team 18. I felt genuinely cared for
poor physical environment	<i>Not directly in tool, however, psych safety would be a precursor to whether someone felt safe to speak up about poor physical environment e.g., conditions that affect concentration (e.g. high noise levels, uncomfortable temperatures or poor lighting)</i>
violence and aggression	All PSI questions
bullying	14. I felt accepted for my differences 15. I was encouraged to ask for help when I needed it 16. I noticed people were willing to share ideas and concerns 18. I felt genuinely cared for 19. I felt listened to 21. I felt respected by my team
harassment, including sexual harassment, and	14. I felt accepted for my differences 15. I was encouraged to ask for help when I needed it 16. I noticed people were willing to share ideas and concerns 18. I felt genuinely cared for 19. I felt listened to 21. I felt respected by my team
conflict or poor workplace relationships and interactions	All psych safety questions