DIAGNOSTIC TOOL FOR ORGANIZATIONAL CULTURE
THE PSYCHOSOCIAL SAFETY CLIMATE

Instructions: Please indicate your level of agreement with each of the following statements.

I. Perception of the organization's consideration for psychological health

Item	Scale				
I.1. Management promptly addresses psychological health issues affecting employees in my organization.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
I.2. Executive decisions contribute to creating an environment where employees feel comfortable discussing psychological health at work.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
I.3. Management is actively engaged in stress prevention.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
I.4. Management clearly recognizes the importance of employees' psychological health.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
I.5. Psychological health is a priority at all hierarchical levels of the organization.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5

II. Perception of Supervisor Support for Psychological Health

Item	Échelle				
II.1. My supervisor takes the time to understand my personal needs regarding psychological health at work.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
II.2. My supervisor is willing to listen when I want to discuss my challenges related to psychological health at work.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
II.3. My supervisor creates an environment where I feel comfortable talking about my challenges related to psychological health at work.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
II.4. My supervisor works effectively with employees to find creative solutions to challenges related to psychological health at work.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5
II.5. My supervisor and I can communicate effectively to resolve conflicts related to psychological health at work.	Strongly disagree — 1	Disagree — 2	Neither agree nor disagree — 3	Agree — 4	Strongly agree — 5

NTERPRETATION GUIDE

Instruction: Calculate the total score for each section of the questionnaire and refer to the interpretation guide below.

Section I : Consider the average of the total scores from the first section of the questionnaire. This section focuses on **individuals' perceptions** of the organization's management's **consideration of psychological health issues** at work.

20+pts

Appreciation: Strong

Psychological health is an **important** element **present** in the organization's culture.

Recommendations for management:
- Do not accept the status quo: the organization prioritizes psychological health and aims to establish a climate of psychosocial safety. Nevertheless, the organization must allow for improvement and be ready to adapt during periods of change.
- Stay vigilant and ensure proper support for employees, both old and new.
- Provide regular communication to organization members regarding the practices, policies, and procedures implemented to promote a climate of psychosocial safety. This encourages questioning of practices and ensures they remain appropriate.
- Use planning tools to examine potential issues, decide on solutions to implement, and assign responsibilities. This fosters structure and helps avoid misdirected efforts.

13-19pts

Appreciation: Average

Psychological health holds a moderately important place in the organization's culture.

Recommendations for management:
- Revise the organization's policies, practices, and procedures.
- Conduct an organizational diagnosis based on objective facts rather than individual perceptions.
- Refocus on key elements (e.g., mission and professional practice) that promote employee health.
- Adopt a consultative approach, without seeking consensus, where employees can participate in cultural changes and the establishment of a climate of psychosocial safety.

13pts

Appreciation: Low

Psychological health does not have a sufficient place in the organization's culture or is not adequately put into practice.

Recommendations for management:
- Review organizational standards regarding the psychological health of employees.
- Target small problematic situations and aim for their resolution: this provides a starting point for establishing a climate of psychosocial safety and allows for celebrating small successes when they occur.
- Take action and implement measures quickly: employee health contributes to the well-being of the organization. A culture or climate that harms workers' psychological health results in decreased performance, motivation, engagement, and well-being of employees.

Section II : Consider the average of the total scores from the second section of the questionnaire. This section focuses on the respondents' **perception** of their supervisor's **support** for **psychological health issues** in the workplace.

20+pts

Appreciation: Strong

Supervisors sufficiently consider psychological health issues.

Recommendations for supervisors:
- Stay proactive regarding professional development and the creation of a psychosocial safety climate for their team and themselves.
- Cultural change and the establishment of a psychosocial safety climate can encourage initiative-taking. Maintain an overview of new projects and act as a catalyst to organize, support, and guide employees' decision-making.
- Avoid perfectionism: some individuals may find it more challenging than others to accept cultural change. These difficulties can lead to frustration and create tensions within groups. Focus on active listening and open communication.

13-19pts

Appreciation: Average

Supervisors do not always sufficiently consider psychological health issues.

Recommendations for supervisors:
- Open a dialogue about employees' perceptions of the current climate within the organization. To do this, use active listening and positive management practices.
- Instead of eliminating various irritants, try to determine what causes them to arise.
- Revise management practices to highlight those that promote employee motivation and well-being.
- Avoid proposing projects that do not add value simply to motivate employees. This could exhaust them and distract from current issues within the organization.

13pts

Appreciation: Low

Supervisors give little to no consideration to psychological health issues.

Recommendations for supervisors:
- Educate yourself on the benefits and importance of a psychosocial safety climate, as well as on the various positive management practices that can promote it.
- Support employees in their work: assist and follow up with teams to reinforce positive actions and address problematic behaviors.
- Collaborate with other teams, units, or departments, break down silos, and review project management or administration to avoid duplicating work.
- Avoid blaming others for the current situation and try to recognize your own share of responsibility.