



Psychosocial Safety Leadership Reflection

4 Questions Every Leader Should Ask

Psychosocial hazards are now a recognised workplace risk under Australian WHS legislation. The most effective leaders don't wait for burnout, conflict or psychological injury claims to occur. They regularly reflect on the factors shaping team wellbeing, performance and culture.

Why it matters

Psychosocial safety is no longer just a wellbeing initiative it is a core leadership responsibility. Leaders play a critical role in shaping workload expectations, workplace relationships, communication, support and team culture.

Small leadership behaviours, repeated consistently, can have a significant impact on psychological safety, engagement and performance.

\$6.3 Billion

Annual cost of poor mental health to Australian employers.

1 in 5

Australians experience a mental health condition in any given year.

Leadership Matters

Supportive leadership is one of the strongest predictors of workplace psychological safety.

Before you begin

As you work through these questions, resist the urge to answer quickly. Consider your team, your leadership behaviours and the conversations that may need attention. The goal isn't perfection, it's awareness and action.

Are my people thriving, surviving, or simply showing up?

Why it matters

Poor mental health often presents through reduced engagement, increased fatigue, lower productivity and higher turnover before it becomes visible through formal injury or absence.

Reflection

- Where do I see signs of disengagement, fatigue or reduced performance?
- Who may be struggling silently?
- What indicators am I monitoring beyond sick leave?

Reflection Notes

How safe do people feel speaking up in my team?

Why it matters

Psychological safety is one of the strongest predictors of team performance, innovation and wellbeing.

Reflection

- Would my team openly challenge an idea or decision?
- Do people feel comfortable discussing workload pressures?
- How would I know if someone was struggling?

Reflection Notes

What leadership behaviours am I modelling every day?

Why it matters

Research consistently shows leadership behaviour is one of the strongest influences on psychological safety and workplace culture.

Reflection

- Am I modelling trust, respect and accountability?
- How do I respond when mistakes occur?
- What example am I setting during periods of pressure?

Reflection Notes

What psychosocial risk poses the greatest threat to my team right now?

Why it matters

Psychosocial hazards rarely emerge from a single issue. They often result from workload, role clarity, support, change management and workplace relationships interacting over time.

Reflection

- What is the biggest source of pressure currently affecting my team?
- What conversations am I avoiding?
- What action could I take this month to reduce risk?

Reflection Notes

My LEAD Commitment

Based on your reflections:

Within the next 30 days, what is one action I will take to strengthen psychosocial safety within my team?

Ready to Lead with Psychosocial safety

The Elevare Leading with Psychosocial Safety Half-Day Workshop equips leaders with practical tools to identify psychosocial risks, strengthen psychological safety and create healthier, higher-performing teams.

Whether you're looking to strengthen leadership capability, improve team wellbeing or better understand your psychosocial obligations, we'd welcome a conversation.

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Elevare Psychosocial Consulting

Thank you for taking the time to reflect on your leadership and the psychosocial safety of your team.

If you'd like to explore how Elevare can support your leaders through practical psychosocial safety training, Mental Health First Aid programs or leadership development workshops, I'd welcome the opportunity to connect.

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