

HEALTHY MINDS

Psychological Demands



Psychological demands are aspects of our job that could be hazardous to our health and wellbeing if not properly matched to our skills, knowledge, personality, and emotional intelligence.

Examples include shift-work, outdoor environments, travel, isolation, noise, or the pressures of constant deadlines.

When you are aware of psychological demands, you can prepare and respond.

What can I do as an employee?

- Take an inventory of the psychological demands of your job
- Identify areas and strategies that could reduce stress
- Be self-aware and recognize what triggers a stress response and how you respond; develop healthy coping mechanisms by seeking out resources or trying new stress-management techniques

Every job has its' own unique set of psychological demands

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What can I do as a manager?

- Create an inventory by asking your employees what they find demanding and stressful
- Be transparent - let new employees know what type of stressors they might be exposed to in the job based on the feedback of veteran employees
- Discuss with your employees what they need to feel supported in their role
- Assign tasks based on the strengths and interests of team members

For more information, visit:
www.uwo.ca/hr/safety/wellness/healthy_minds/index.html

Wellness Resources

Employee (and Family) Assistance Program
1-844-880-9142
<https://www.workhealthlife.com>

Western Rehabilitation Services
Support Services Building RM 4159

Crisis Line (Reach Out)
Web Chat: <http://reachout247.ca>
(519) 433-2023 or 1-866-933-2023

Canadian Mental Health Association
<https://www.cmha.ca>



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