



ISLE LISTEN

Because Minds Matter

Promoting a psychologically safe
environment - Temperature check



Isle Listen is a trading name of MCH Psychological Services, Registered Charity number 1024. MCH Psychological Services is an organisational member of the British Association For Counselling & Psychotherapy 00275531 (BACP) Member of the CPD Certification Service (16033)

Organisational	Green	Amber	Red
Policies and information - access for all?			
Coaching/mentoring/buddy system			
ALL staff are accountable for their actions			
Teams get an opportunity to bond			
The organisation promotes mental wellbeing			
Disclosure of mental health conditions is supported			
Social groups, volunteering and out of work activities are encouraged			
Return to work is risk-assessed and plans put in place			
Staff are encouraged to revisit handbooks/policies/procedures			
The organisation provides a counselling resource (i.e EAP)			
Alternative early intervention options shared			
Physical health information available			
Healthy eating is encouraged			
Afterwork socials that don't include alcohol encouraged			
Financial wellbeing is considered and support options advertised			
Overall			

Management	Green	Amber	Red
There is clarity of roles around mental health			
Priorities are clear			
There is a consistent and defined approach around expectations			
The organisation has a sustainable training plan around wellbeing			
Workplace change is addressed with everyone			
There is trust within teams			
Teams are not micromanaged			
There are no "favourites" in the company			
Work-related stress, bullying and lone working are managed at a peer level			
Leaders encourage good mental health through their own behaviours			
Managers are trained to spot the signs and have awareness of signposting options			
There is a safe environment to come forward if struggling			
Wellbeing checks included in one-to-ones			
Confidentiality around sensitive subjects is maintained			
Organisation is viewed as a great place to work			
Overall			

Individual	Green	Amber	Red
No-one is a "victim" of gossip			
Staff take breaks			
Staff don't work beyond contracted hours			
Staff are encouraged to be physically active			
Staff take responsibility for eating habits			
A social committee is in place to promote internal and external activities			
Staff are consulted around social events			
Those WFH are included in events			
Conversation opportunities around "out-of-work problems" are encouraged			
Staff are encouraged to come forward and talk to those who can help			
Staff believe managers genuinely care about their wellbeing			
Staff believe managers have time to deal with wellbeing issues effectively			
Staff feel the working environment is set up well to let them work			
Staff actively engage with learning opportunities			
Staff have a sense of belonging			
Overall			