

Embracing Cultural Confidence®

IN THE WORKPLACE

The Power of a Happy Workplace:
Promoting Psychological Safety

Presented By
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"*Happy* Workplace, Psychological *Safe* Place"



What is a psychologically healthy & safe workplace?

- A** One that promotes employees' mental well-being.
- B** One that actively works to prevent harm to employee mental health through negligent or reckless ways.
- C** One where employees believe their voice matters when sharing concerns or admitting mistakes.
- D** All the above.



✦✦ All of the above. ✦✦



Workplace Psychological Safety

Defined in 1990
by psychologist
William Kahn

Clear structure,
roles, plans, goals

Builds teamwork,
dependability on
each other

Work-family
loyalty and
ownership

Leadership
influenced,
employee
partnership

Dynamic;
fluctuating
consistently



Cultivating Psychological Health & Safety at Work





**De-stigmatize
workplace mental
health by normalizing
each person's mental
health experiences.**



How many of you
have **struggled** or are
struggling with your
mental health?





Experiencing mental health conditions is the norm, not the exception, regardless of seniority.



Mental Health

**Emotional, psychological,
and social well-being**

**About balancing life
stressors and resilience**

Important at every life stage

Directly impacts workplace

Not mental illness



Diagnosis of a mental health disorder

**Causes significant changes in
emotions, thinking, behavior**

**1 in 5 people diagnosed
nationally**

**About 50% have untreated
mental illness**

**Should be viewed as a
physical illness**



Mental Illness



Workplace Mental Health

2/3 employees hide mental health conditions

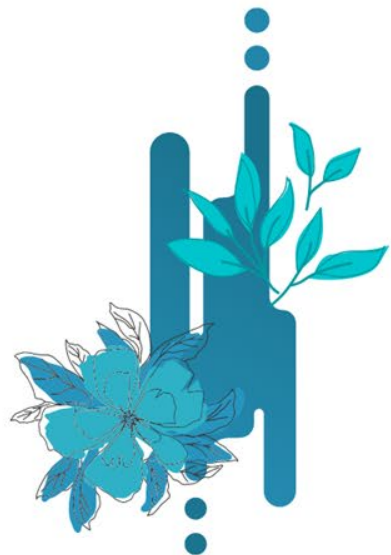
Racial and ethnic minority groups don't get the same attention

Billions of dollars in lost productivity

Investment results in at least 4 times ROI and supports DEI



BREAK MENTAL HEALTH STIGMA



- ▶ **Prioritize your mental health**
- ▶ **Address SELF-stigma**
- ▶ **Be the FIRST to talk about it**
- ▶ **Create psychological safety**

"There is no health without mental health" - WHO



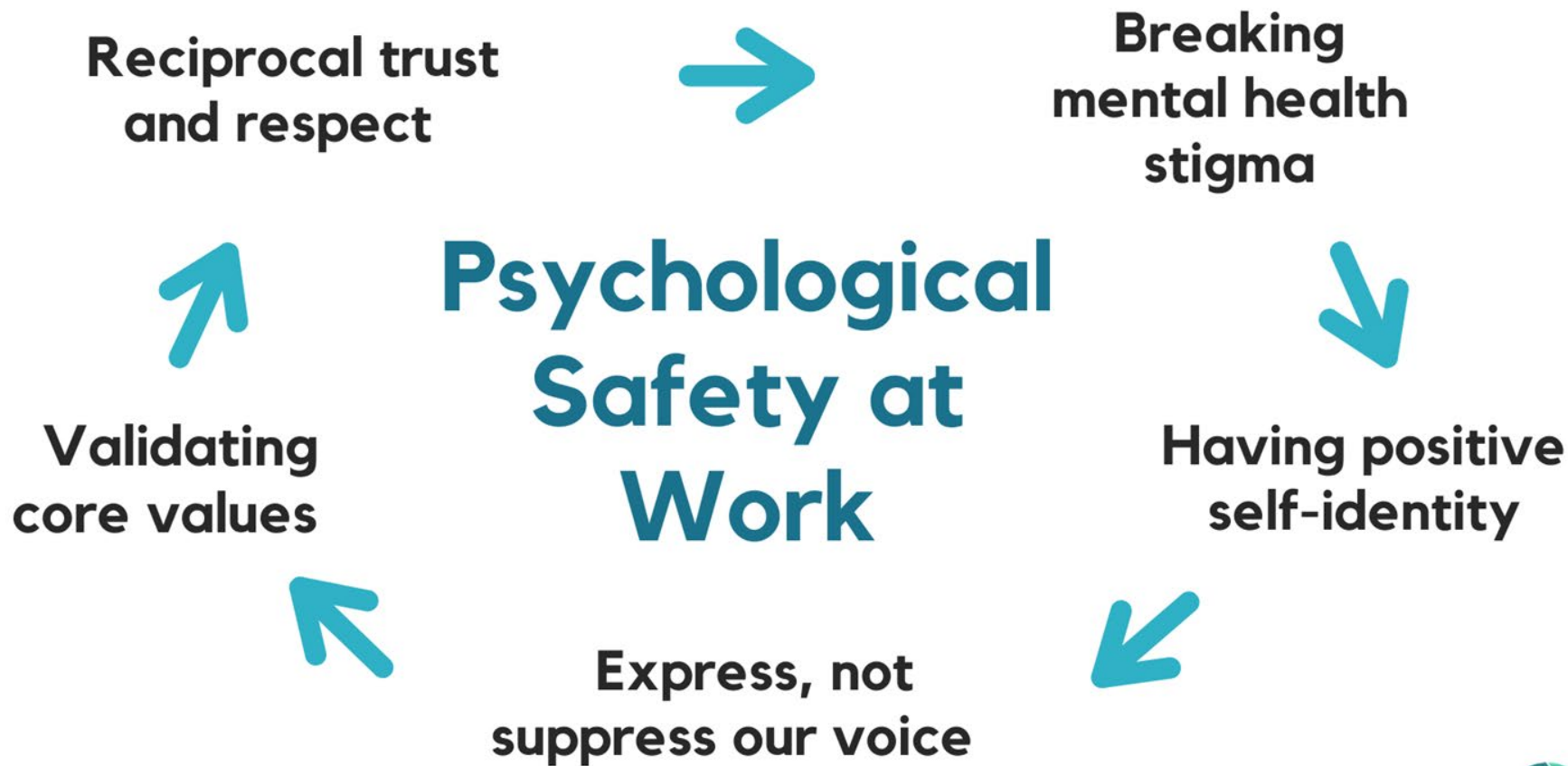


What's been particularly **challenging** for you in recent weeks?



What has been **going well** for you that you're proud to share about?





On a scale of 1 - 5:

**How psychologically safe do
you feel at work?**

1 = Very Unsafe 5 = Very Safe



On a scale of 1 - 10:

**How often to you think about
psychological health and
safety at work?**



IDENTITY

Your sense of belonging, meaning, purpose

A complex psychological attachment, multi-faceted

Rooted in your beliefs, core values, cultural heritage



IDENTITY STAGES & CRISES

INTIMACY VS. ISOLATION

- **Ages 18-40**
- Forming close, fulfilling relationships
- **Building trust**
- Balancing between intimacy and isolation
- **Commitment crisis**
- Virtue of love

GENERATIVITY VS. STAGNATION

- **Ages 40-65**
- Concern for the future
- **Guiding and nurturing the next generation**
- Contributions through teaching and engaging
- **Mid-life crisis**
- Virtue of care

EGO INTEGRITY VS. DESPAIR

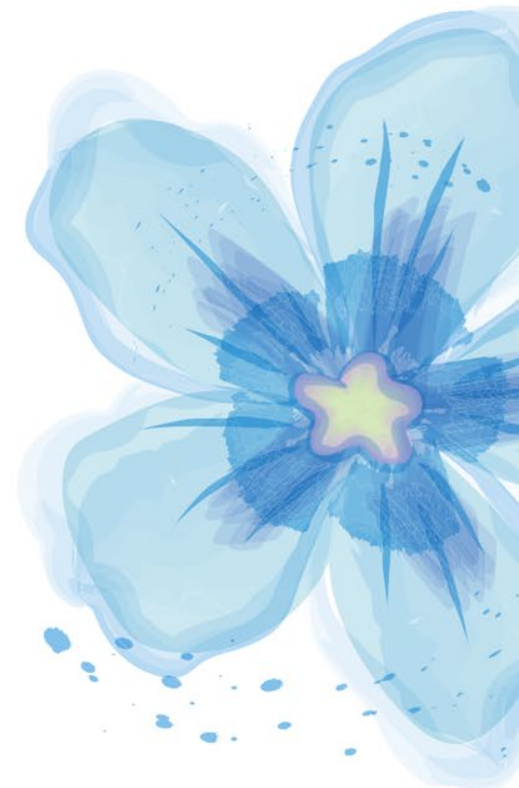
- **Ages 65 +**
- Reflecting on one's life
- **Accepting what you've done with your life**
- Understanding possible regrets
- **Fulfillment crisis**
- Virtue of wisdom

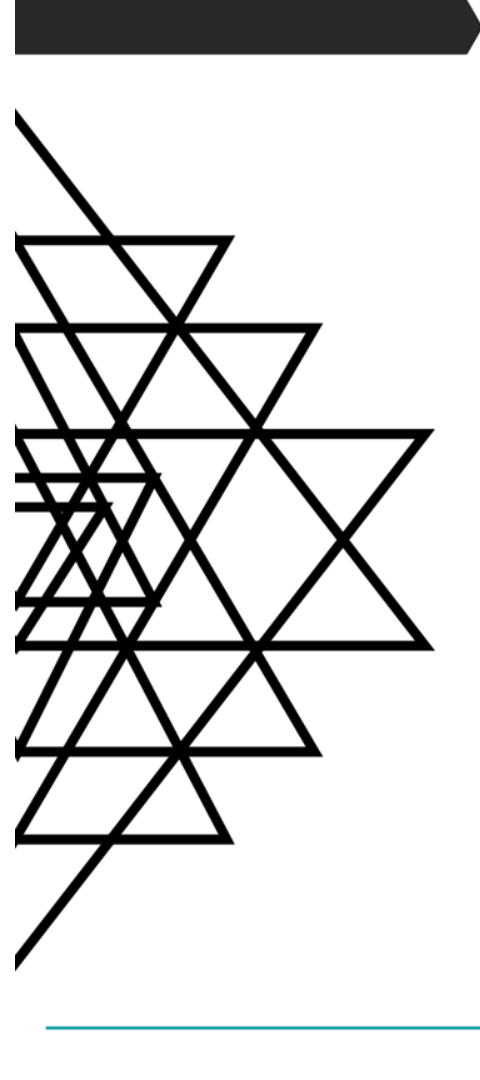


**What can you do
to promote
psychological
safety at work?**



- S** Sharing ideas, creativity, innovation
- A** Asking questions, admitting mistakes
- F** Finding meaning and purpose
- E** Expressing yourself, being you
- T** Trust, respect and value one another
- Y** Your voice matters, validated





**Psychological health and
safety **promotes** a happy
workplace due to
positive employee
wellbeing.**



Jeanie Y. Chang, LMFT



Founder, Your Change Provider, PLLC® | Global Speaker | Bestselling Author | DEI & Corporate Wellness Consultant | Creator, Cultural Confidence®