

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 1) PSR1: PSYCHOLOGICAL SUPPORT

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

		(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
	TOTAL	[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	479 7%	50 2%	54 2%	77 7% AB	143 18% ABC	155 30% ABCD
Significant Concerns	1809 27%	193 10%	540 23% A	499 46% ABE	417 53% ABCE	160 31% AB
Moderate Concerns	2545 37%	622 31% DE	1223 51% ACDE	424 39% ADE	186 24% E	91 17%
Minimal Concerns	1974 29%	1152 57% BCDE	578 24% CD	87 8% D	40 5%	117 22% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 2) PSR2: ORGANIZATIONAL CULTURE

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

		(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
	TOTAL	[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	529 8%	49 2%	60 3%	89 8% AB	134 17% ABC	197 38% ABCD
Significant Concerns	1946 29%	186 9%	621 26% A	545 50% ABE	459 58% ABCE	134 26% A
Moderate Concerns	2530 37%	686 34% DE	1253 52% ACDE	360 33% DE	152 19%	79 15%
Minimal Concerns	1801 26%	1096 54% BCDE	460 19% CD	91 8% D	41 5%	113 22% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 3) PSR3: CLEAR LEADERSHIP &amp; EXPECTATIONS

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

		(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
	TOTAL	[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	480 7%	37 2%	56 2%	82 8% AB	132 17% ABC	173 33% ABCD
Significant Concerns	1790 26%	200 10%	545 23% A	486 45% ABE	423 54% ABCE	137 26% A
Moderate Concerns	2412 35%	583 29% DE	1148 48% ACDE	412 38% ADE	184 23% E	85 16%
Minimal Concerns	2125 31%	1198 59% BCDE	646 27% CD	107 10% D	47 6%	128 24% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 4) PSR4: CIVILITY &amp; RESPECT

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	426 6%	46 2%	25 1%	59 5%	101 13%	195 37%
		B		AB	ABC	ABCD
Significant Concerns	1735 25%	161 8%	480 20%	517 48%	448 57%	129 25%
		E	A	ABE	ABCE	AB
Moderate Concerns	2520 37%	577 29%	1260 53%	414 38%	195 25%	74 14%
		E	ACDE	ADE	E	
Minimal Concerns	2125 31%	1233 61%	629 26%	96 9%	42 5%	125 24%
		BCDE	CD	D		CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 5) PSR5: PSYCHOLOGICAL JOB FIT

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	240 4%	25 1%	22 1%	28 3%	62 8%	102 19%
Significant Concerns	1509 22%	142 7%	375 16%	431 40%	379 48%	183 35%
Moderate Concerns	2714 40%	575 28%	1254 52%	497 46%	276 35%	112 21%
Minimal Concerns	2344 34%	1275 63%	744 31%	130 12%	69 9%	126 24%
		BCDE	CDE	D		CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 6) PSR6: GROWTH &amp; DEVELOPMENT

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	522 8%	44 2%	64 3%	78 7% AB	159 20% ABC	176 34% ABCD
Significant Concerns	1703 25%	203 10%	517 22% A	483 44% ABE	365 46% ABE	136 26% AB
Moderate Concerns	2367 35%	530 26% E	1132 47% ACDE	409 38% ADE	209 27% E	87 17%
Minimal Concerns	2215 33%	1240 61% BCDE	681 28% CDE	117 11% D	53 7%	124 24% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 7) PSR7: RECOGNITION &amp; REWARD

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	483 7%	43 2%	58 2%	72 7% AB	136 17% ABC	175 34% ABCD
Significant Concerns	1707 25%	177 9%	525 22% A	467 43% ABE	399 51% ABCE	138 26% AB
Moderate Concerns	2330 34%	545 27% E	1095 46% ACDE	423 39% ADE	195 25% E	73 14%
Minimal Concerns	2287 34%	1253 62% BCDE	717 30% CD	125 12% D	56 7%	136 26% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 8) PSR8: INVOLVEMENT &amp; INFLUENCE

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	316 5%	33 2%	27 1%	41 4%	90 11%	125 24%
				AB	ABC	ABCD
Significant Concerns	1297 19%	104 5%	320 13%	357 33%	343 44%	172 33%
			A	AB	ABCE	AB
Moderate Concerns	2394 35%	481 24%	1079 45%	492 45%	263 34%	79 15%
		E	ADE	ADE	AE	
Minimal Concerns	2800 41%	1400 69%	969 40%	196 18%	89 11%	147 28%
		BCDE	CDE	D		CD



## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 9) PSR9: WORKLOAD MANAGEMENT

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	299 4%	39 2%	26 1%	41 4%	86 11%	107 20%
		B		AB	ABC	ABCD
Significant Concerns	1670 25%	164 8%	478 20%	446 41%	395 50%	187 36%
		E	A	AB	ABCE	AB
Moderate Concerns	2608 38%	584 29%	1223 51%	480 44%	231 29%	90 17%
		E	ACDE	ADE	E	
Minimal Concerns	2230 33%	1230 61%	667 28%	119 11%	74 9%	140 27%
		BCDE	CD			CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 10) PSR10: ENGAGEMENT

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

		(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
	TOTAL	[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	133 2%	13 1%	18 1%	16 1% A	39 5% ABC	47 9% ABCD
Significant Concerns	594 9%	53 3%	137 6% A	166 15% AB	149 19% ABC	89 17% AB
Moderate Concerns	2072 30%	324 16%	841 35% AE	477 44% ABDE	308 39% AE	123 23% A
Minimal Concerns	4007 59%	1628 81% BCDE	1398 58% CDE	427 39%	291 37%	264 50% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 11) PSR11: BALANCE

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	506 7%	45 2%	69 3%	81 7% AB	161 20% ABC	150 29% ABCD
Significant Concerns	1840 27%	204 10%	548 23% A	532 49% ABE	385 49% ABE	172 33% AB
Moderate Concerns	2303 34%	554 27% DE	1121 47% ACDE	363 33% ADE	186 24% E	78 15%
Minimal Concerns	2158 32%	1214 60% BCDE	657 27% CD	111 10% D	54 7%	123 23% CD

## PSR1 to PSR 12

5/6/7/8/9/10. TOTAL Score obtained for this PSR: 12) PSR12: PSYCHOLOGICAL PROTECTION

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	628 9%	59 3%	40 2%	84 8%	190 24%	256 49%
		B		AB	ABC	ABCD
Significant Concerns	1630 24%	133 7%	452 19%	540 50%	427 54%	78 15%
		AE	ABE	ABE	ABE	A
Moderate Concerns	2292 34%	494 24%	1217 51%	392 36%	134 17%	56 11%
		DE	ACDE	ADE	E	
Minimal Concerns	2256 33%	1332 66%	686 29%	71 7%	35 5%	133 25%
		BCDE	CD			CD

## PSR1 to PSR 12

## 5/6/7/8/9/10. SCORE SUMMARY TABLE

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Serious Concerns	251 4%	26 1% B	11 0	18 2% B	57 7% ABC	138 26% ABCD
Significant Concerns	1720 25%	136 7%	347 15% A	536 49% ABE	515 66% ABCE	186 35% AB
Moderate Concerns	2704 40%	547 27% DE	1445 60% ACDE	470 43% ADE	176 22% E	66 13%
Minimal Concerns	2132 31%	1308 65% BCDE	591 25% CD	62 6%	37 5%	133 25% CD

## PSYCHOLOGICAL SAFETY AND HEALTH QUESTION

11. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in. 'A psychologically safe and healthy workplace is one that promotes employees' psychological well-being and does not harm employee mental health in negligent, reckless or intentional ways.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

Reported Mean and Standard Deviation (5% Risk Level) 7/25/2022		(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
	TOTAL	[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
[10] Strongly agree	1039 15%	1039 52% BCDE	0 -	0 -	0 -	0 -
[9]	978 14%	978 48% BCDE	0 -	0 -	0 -	0 -
[8]	1456 21%	0 -	1456 61% ACDE	0 -	0 -	0 -
[7]	939 14%	0 -	939 39% ACDE	0 -	0 -	0 -
[6]	502 7%	0 -	0 -	502 46% ABDE	0 -	0 -
[5]	585 9%	0 -	0 -	585 54% ABDE	0 -	0 -
[4]	397 6%	0 -	0 -	0 -	397 51% ABCE	0 -
[3]	389 6%	0 -	0 -	0 -	389 49% ABCE	0 -
[2]	224 3%	0 -	0 -	0 -	0 -	224 43% ABCD
[1] Strongly disagree	299 4%	0 -	0 -	0 -	0 -	299 57% ABCD
SUMMARY						

## PSYCHOLOGICAL SAFETY AND HEALTH QUESTION

11. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in. 'A psychologically safe and healthy workplace is one that promotes employees' psychological well-being and does not harm employee mental health in negligent, reckless or intentional ways.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

		(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
	TOTAL	[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
[Rated 9,10]	2017 30%	2017 100% BCDE	0 -	0 -	0 -	0 -
[Rated 7,8]	2394 35%	0 -	2394 100% ACDE	0 -	0 -	0 -
[Rated 5,6]	1086 16%	0 -	0 -	1086 100% ABDE	0 -	0 -
[Rated 3,4]	786 12%	0 -	0 -	0 -	786 100% ABCE	0 -
[Rated 1,2]	523 8%	0 -	0 -	0 -	0 -	523 100% ABCD
SUMMARY						
[Rated 7,8,9,10]	4412 65%	2017 100% CDE	2394 100% CDE	0 -	0 -	0 -
[Rated 5,6]	1086 16%	0 -	0 -	1086 100% ABDE	0 -	0 -
[Rated 1,2,3,4]	1309 19%	0 -	0 -	0 -	786 100% ABC	523 100% ABC
STATISTICS (10= Strongly agree 1= Strongly disagree)						
Mean	6.88	9.52 BCDE	7.61 CDE	5.46 DE	3.51 E	1.43

## DEMOGRAPHICS

43. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each of the following statements: 1) I am worried about losing my job

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Strongly agree	506 7%	123 6%	117 5%	102 9% AB	84 11% AB	81 15% ABCD
Somewhat agree	1277 19%	298 15%	461 19% A	254 23% ABE	172 22% A	92 18%
Somewhat disagree	1848 27%	491 24%	688 29% AE	333 31% AE	212 27%	123 24%
Strongly disagree	3009 44%	1064 53% BCDE	1072 45% CD	365 34%	296 38%	213 41% C
Don't know/Refused	167 2%	41 2%	56 2%	33 3%	23 3%	14 3%
TOPBOX & LOWBOX SUMMARY						
Agree (Top2Box)	1783 26%	421 21%	578 24% A	356 33% AB	256 33% AB	173 33% AB
Disagree (Low2Box)	4857 71%	1555 77% BCDE	1761 74% CDE	697 64%	508 65%	336 64%



## DEMOGRAPHICS

43. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each of the following statements: 2) The recent economic downturn has had a very negative impact on my workplace

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Strongly agree	996 15%	235 12%	293 12%	177 16% AB	169 21% ABC	121 23% ABC
Somewhat agree	2183 32%	580 29%	792 33% A	378 35% A	276 35% A	157 30%
Somewhat disagree	1998 29%	640 32% DE	755 32% DE	316 29% DE	171 22%	116 22%
Strongly disagree	1456 21%	525 26% BCDE	492 21% C	181 17%	145 18%	112 21% C
Don't know/Refused	174 3%	37 2%	62 3%	34 3% A	24 3% A	16 3%
TOPBOX & LOWBOX SUMMARY						
Agree (Top2Box)	3179 47%	815 40%	1085 45% A	555 51% AB	445 57% ABC	278 53% AB
Disagree (Low2Box)	3454 51%	1165 58% BCDE	1248 52% CDE	497 46% D	316 40%	228 44%

## DEMOGRAPHICS

43. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each of the following statements: 3) I expect my personal financial or economic situation to be at least the same or better one year from now, compared to what it is like today

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E

	TOTAL	(Q11) MY CURRENT WORKPLACE IS A PSYCHOLOGICALLY SAFE AND HEALTHY ENVIRONMENT				
		[Rated 9,10]	[Rated 7,8]	[Rated 5,6]	[Rated 3,4]	[Rated 1,2]
		A	B	C	D	E
Base: All Respondents						
Unweighted Base	6807	2028	2411	1070	786	512
Weighted Base	6807	2017	2394	1086	786	523
Strongly agree	1632 24%	659 33% BCDE	508 21% C	174 16%	150 19%	141 27% BCD
Somewhat agree	3319 49%	963 48% E	1271 53% ADE	548 50% DE	346 44% E	191 37%
Somewhat disagree	1107 16%	251 12%	375 16% A	229 21% AB	157 20% AB	95 18% A
Strongly disagree	492 7%	92 5%	148 6% A	91 8% AB	93 12% ABC	68 13% ABC
Don't know/Refused	258 4%	52 3%	93 4% A	45 4% A	39 5% A	28 5% A
TOPBOX & LOWBOX SUMMARY						
Agree (Top2Box)	4950 73%	1622 80% BCDE	1779 74% CDE	722 66%	496 63%	332 64%
Disagree (Low2Box)	1599 23%	343 17%	523 22% A	320 29% AB	251 32% AB	163 31% AB