

Assessments and processes relevant to OT workplaces

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Psychological Health and Safety in the Occupational Therapy Workplace

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According to the Canadian Standard for Psychological Health in the workplace¹, assessment of risk factors that cannot be eliminated is an integral step in the planning process. They state that successful identification of the issues will determine where to begin to address concerns and make improvements. They outline 13 psychosocial factors that should be included.

The Action Guide for Employers² indicates that the planning stage involves gather relevant facts about the organization, including stats like absenteeism, and surveying employees, making sure that they're active participants in initiatives to improve psychological health and safety.

Surveying employees can occur in various ways. Reviewing existing records (e.g. performance reviews) may provide a wealth of information related to PH&S. Staff surveys can help identify the perceptions of many staff members in an efficient manner. Focus groups allow for a deeper understanding of the survey findings². Due to time constraints, the companion video clip focuses on standardized assessment tools that can be implemented for information gathering.

The companion video clip provides viewers with an overview of assessment tools that are used in the workplace to evaluate psychological health and safety. Each assessment tool listed below is based on evidence and is relevant to the OT workplace.

Three assessments from Guarding Minds @ Work website^a:

- Organizational Review Worksheet
- Initial Scan
- Employee Survey

A resource suggesting how to best implement these assessments is given in the resource list^b.

Two assessments from The "De-stress Your Workplace Toolkit"^c:

- Self-Assessment tool for Measuring the Costs of Work Stress
- Management Competency Indicator Tool

A resource for self-assessments from The "Workplace Strategies for Mental Health" website^d:

- Work-life balance quiz
- Mental fitness quiz

According to the Mental Health Commission of Canada, psychological health and safety within the workplace is the responsibility of all stakeholders. These self-assessments allow the individual to monitor and check-up on their own personal mental health at any time. A link to these assessments is given in the resource list.

Included in the companion video clip are descriptions and uses for each of these assessments. These assessments were chosen to provide viewers with resources to evaluate psychological health and safety across different levels of their organization (organizational, managerial, and individual).

The companion video clip also establishes the importance of implementing assessments such as these in the OT workplace. Briefly summarized in this clip are OT's rankings in stress levels, depersonalization scores, and vigor scores. According to recent research literature, emerging themes in the OT workplace include lack of time, resources, and job satisfaction. OT's must make sure that their mental health needs are being met in order to be effective therapists.

RESOURCES

- a. http://www.psmmt.ca/info/gmaw_resources/assessment_tools
- b. http://www.psmmt.ca/info/gmaw_how/where_to_start?s=1
- c. http://www.kflapublichealth.ca/Files/Resources/DeStress_Your_Workplace_toolkit.pdf
- d. <https://www.workplacestrategiesformentalhealth.com/self-assessment-tools>

REFERENCES

1. Mental Health Commission of Canada (2013). Psychological health and safety in the workplace: Prevention, promotion, and guidance to staged implementation. Retrieved from <http://mentalhealthcommission.ca>
2. Mental Health Commission of Canada (2012). Psychological health and safety: An action guide for employers. Retrieved from <http://mentalhealthcommission.ca>