
CREATING INCLUSIVE AND PSYCHOSOCIALLY SAFE WORKPLACES

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A PSYCHOSOCIALLY SAFE WORKPLACE SUPPORTS:

- Psychological health
- Emotional health
- Positive social interactions
- Wellbeing is created by interaction between a person, the social dynamics, relationships, and support systems in their environment

National Psychosocial Safety Network, 2026

PSYCHOSOCIAL SAFETY DOESN'T JUST HAPPEN

It must be built

Physical layout welcomes or excludes people

Policies and procedures provide the blueprints

Relationships build safe or harmful environments

INVITATIONAL SAFETY

Building Blocks of an Invitational Approach to Education

Honesty Optimism Respect Authenticity Trust



All Five Elements Have to be Infused with the Building Blocks

People Places Process Policies Programs



Intentionality – Consciously Choosing to Always Use the Building Blocks

Unintentionally Harmful Intentionally Safe

Purkey, 1991
Bowen, 2009

When we are honest, optimistic, respectful, authentic and trustworthy as we engage with people, we will create psychosocial safety together

PSYCHOSOCIALLY SAFE SETTINGS

- Especially important for people with disability
 - Histories of rejection, disappointment and even trauma
 - Require settings that are intentionally safe
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AN ORDINARY LIFE

- Just to be one of the gang, a girl in the office, a bloke at the pub, not invisible but unremarkable
- Part of the normal order of things, a friend like any other, a neighbour
- An average Australian, a citizen, another human being.

Bill Shorten, 2009

PSYCHOSOCIALLY SAFE SETTINGS

- Desk placement
 - Administrator works shift of employee of the month
 - No titles in the organization
 - How to build psychosocial safety in the workplace – HBR 20 May 2025
 - National Psychosocial Safety Network - <https://psychosocialsafety.network/>
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