

Recognizing the signs of a psychologically unsafe workplace is crucial for leaders and employees alike. In a psychologically unsafe environment, employees often feel undervalued, unsupported and at risk of negative consequences when they express their thoughts or concerns. Here are some key indicators of such a workplace:

1 High Levels of Stress or Anxiety

A noticeable increase in work-related stress or anxiety among employees, often due to an **oppressive or high-pressure work environment**, combined with workloads that are unrealistic and unsustainable.

2 Poor Communication

There is a **lack of open and honest communication**, with information being withheld or not shared transparently. Employees are afraid to voice their opinions, ideas or concerns due to **fear of ridicule, dismissal or retribution**.

3 Higher Injury and Accident Rates

Employees might be reluctant to report safety hazards or near-misses due to fear of blame, ridicule or reprisal.

4 Lack of Trust

Employees may not trust their leaders or managers, feeling that their **best interests are not being considered** or protected and that there is **little or no confidence in their abilities**.

5 Discrimination or Harassment

Instances of bullying, discrimination, or harassment are either **ignored, inadequately addressed or prevalent**.

6 No Room for Growth or Development

Employees feel stuck with no opportunities for professional growth or personal development.

7 High Turnover Rates

A high rate of employee turnover, especially among talented and capable staff, can be a sign of a toxic work environment.

These signs indicate a need for urgent intervention to foster a healthier, more supportive and psychologically safe workplace. Addressing these issues not only improves employee wellbeing but can also lead to better organizational outcomes.

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