

A large green graphic on the left side of the page, consisting of overlapping geometric shapes: a light green triangle at the top and a darker green shape below it, both with rounded corners.

Closely Linked: Psychological Safety and Wellbeing





In today's work environment, employee mental health and wellbeing deserve special attention as an increasing number of organizations struggle with various issues such as stress, burnout, depression and anxiety. These challenges can not only result in absenteeism and high staff turnover but also contribute to higher accident and injury rates in the workforce. To address these issues effectively, many companies are implementing comprehensive wellbeing initiatives and psychological safety programs.

But how do these concepts relate? What comes first? DEKRA experts have created this focus article to explore the connection between psychological safety and wellbeing. By providing key insights, we help you create a supportive work environment that aligns with your business objectives and ensures the well-being, satisfaction and psychological safety of your workforce.

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▶ Key Facts:

- Psychological safety is essential for enabling open expression, opinions, and risk-taking without fear of negative consequences.
- Wellbeing refers to a state of overall health encompassing physical, mental and social wellbeing.
- Both are closely linked, reinforcing each other to create a productive, engaged workforce.
- Addressing both leads to increased productivity, lower turnover and a thriving organizational culture.



Differences between **Psychological Safety and Wellbeing**

Both psychological safety and employee wellbeing are crucial for a healthy workplace. While they are interconnected, they address different aspects of the work experience. For long-term success, organizations must nurture both together.

Psychological Safety

Refers to a work environment where employees feel safe in speaking up, taking risks, admitting mistakes and sharing ideas without fear of negative consequences. It fosters trust, open communication and a culture that encourages learning and innovation driving positive outcomes such as:

- ▶ Fewer workplace errors and accidents
- ▶ Higher productivity and engagement
- ▶ Increased productivity, well-being and innovation
- ▶ Stronger team collaboration and leadership
- ▶ Optimized conditions for a full safety culture and responsibility in the company



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Wellbeing

Wellbeing includes the presence of positive emotions, the absence of negative emotions, fulfilment and satisfaction with life and positive functioning.

The three major contributors are:

- ▶ Physical wellbeing
- ▶ Psychological wellbeing
- ▶ Social wellbeing

Employee wellbeing programs aim to create positive, beneficial work environments providing sufficient resources and solid support, promoting healthy habits and behaviors and fostering a corporate culture of respect and recognition able to sustain a strong, engaged and productive workforce. Health outcomes, absenteeism, job satisfaction and retention are key impact areas.





The Connection between **Psychological Safety and Wellbeing**

Psychological safety and wellbeing are closely linked and form a dynamic, mutually reinforcing cycle:

- ▶ Psychological safety creates the conditions for wellbeing to flourish - Employees who feel secure, valued, and supported are more likely to thrive.
- ▶ Wellbeing strengthens psychological safety - When employees feel well, they are more engaged, empathetic and collaborative, further contributing to a safe and inclusive workplace.

Without psychological safety, wellbeing initiatives are unlikely to be fully effective. A safe work environment fosters resilience, job satisfaction and loyalty—while also reducing workplace stress and anxiety. Therefore, psychological safety and wellbeing should both be addressed to increase productivity, lower turnover and create a thriving organizational culture.

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DEKRA Program for Psychological Safety and Wellbeing at Work

DEKRA's tailored psychological safety and wellbeing programs help organizations build a culture where psychological safety and wellbeing are not just initiatives but strategic advantages. Our approach includes four key steps:

1. **Assessment**
Preliminary evaluation using surveys, data analysis, focus groups, interviews and observations to determine the current state of wellbeing and/or psychological safety within your organization.
2. **Leadership Motivation & Education**
Training and one-on-one coaching designed to motivate leaders, managers and team supervisors to enhance awareness and encourage responsibility for employee wellbeing and workplace culture.
3. **Workforce Motivation & Education**
Targeted training programs that empower employees to prioritize their wellbeing while fostering skills such as effective communication, inclusive relationships and constructive feedback.
4. **Re-Assessment**
A follow-up evaluation to measure progress, assess impact and refine strategies for continuous improvement.

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Build a **Resilient, Engaged Workforce** with **DEKRA**

Our programs take a customizable approach to ensure sustainable success and continuous improvement tailored to your unique needs. Seasoned DEKRA experts deliver high-impact leadership and workforce training, coaching your teams through real-world scenarios that impact your business. We prioritize regulatory compliance and industry standards while aligning our programs with your company's goals to create a balance between safety strategies and objectives. Our specialists are on the ground ready to provide assistance—helping you build or improve a healthy work environment where your employees can thrive.

Lay a foundation for a thriving workforce today. Contact us to get started.

Contact Us!

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A photograph of two men shaking hands in a warehouse setting. The man on the left is wearing a light blue shirt and a high-visibility yellow vest, holding a yellow hard hat. The man on the right is wearing a dark blue shirt, a high-visibility yellow vest, and a yellow hard hat. They are standing in front of stacks of cardboard boxes.

DEKRA

Health, Safety & Environment (HSE)

Our services aim to help organizations optimize workplace health & safety, protect the environment and foster a culture of care. With our broad ranking expertise from consulting through state-of-the-art training & education solutions, supported by digital tools and innovative software applications, we actively change the behaviors and decision-making processes that have the biggest impact on major accident prevention.

www.dekra.com

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