

# Workforce Psychosocial Risk & Wellbeing Assessment™

## Why Organizations Are Using Psychosocial Risk Monitoring

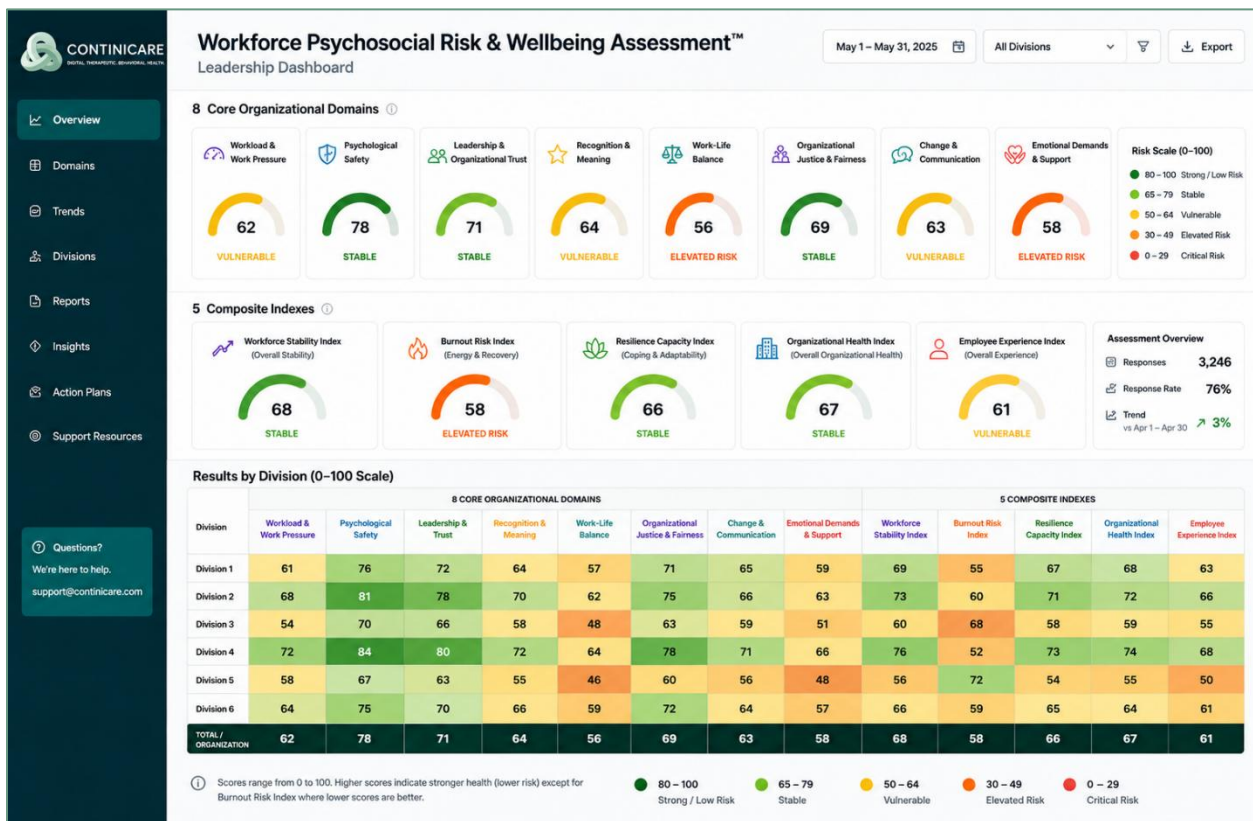
Organizations today face increasing challenges related to:

- burnout,
- absenteeism,
- workforce instability,
- disengagement,
- psychological safety,
- and operational stress.

Most organizations only recognize these issues after they begin affecting performance, retention, safety, or organizational stability.

The Workforce Psychosocial Risk & Wellbeing Assessment™ is designed to help organizations identify psychosocial risks, support workforce wellbeing, and strengthen prevention efforts aligned with modern organizational health and safety practices.

## Leadership Dashboard & Workforce Visibility



The dashboard provides leadership teams with a practical overview of workforce wellbeing trends, psychosocial pressures, organizational stability, and emerging risk patterns across divisions and departments.

## 56 Questions • 8–10 Minutes

The assessment is designed for secure, repeat measurement over time, allowing organizations to monitor workforce wellbeing trends, identify emerging psychosocial pressures, and support prevention-focused decision making through leadership dashboards, reporting, and trend monitoring.

## Core Organizational Domains

The assessment evaluates eight core organizational domains associated with workforce wellbeing, psychosocial risk, organizational stability, and employee experience. These include role clarity and autonomy, psychological safety, workload and recovery, recognition and engagement, leadership trust, resilience under pressure, organizational stressors, and overall workforce experience.

Together, these domains provide organizations with practical visibility into workforce pressures, burnout risk, employee wellbeing, organizational trust, and operational stability, helping leadership teams identify emerging issues early and support prevention-focused decision making over time.

## Composite Indexes

Five executive-level indexes provide leadership with visibility to a high-level view of workforce wellbeing, organizational stability, and psychosocial risk trends. These include measures of workforce stability, burnout risk, resilience capacity, overall organizational health, and employee experience. Together, these indexes help organizations monitor engagement, recovery, psychological safety, organizational trust, fatigue, retention risk, and overall workforce health over time.

## Employees receive private, non-clinical actionable feedback

Employees receive private, non-clinical, actionable feedback based on two key dimensions derived from the assessment: Workload Pressure and Recovery Capacity. The objective is to increase awareness, encourage earlier conversations, support prevention, and help employees better understand factors that may be affecting their overall wellbeing, recovery, and work experience.

## Continicare

Helping organizations identify psychosocial risks early, support employees continuously, and strengthen workforce stability over time.

The screenshot displays the results of a 'Workforce Psychosocial Risk & Wellbeing Assessment' by Continicare. The page is personalized for 'Alex' and includes a greeting, a thank you message, and a confidentiality notice. The main section, 'Your Work Experience Summary', features a gauge chart showing 'SUSTAINED STRAIN' and explains that the user's current work experience suggests sustained strain, which may affect energy and recovery. It provides advice on managing stress and mentions that such periods are common in demanding environments. Below this, 'Your Two Key Areas' are identified: 'Workload Pressure' (Moderate-High) and 'Recovery Capacity' (Moderate). A 'What You Can Do' section offers actionable steps like talking to a manager, clarifying priorities, and taking recovery breaks. A 'Support & Resources' section lists options like Wellbeing Resources, EAP, Resilience Tools, and Professional Support. The footer contains contact information and a confidentiality statement.

Private, Non-Clinical Employee Feedback Example