

Workplace Psych Safety

workplacepsychsafety.au | Registered Psychologist (AHPRA) | Tasmania, Australia

Psychosocial Risk Readiness: Self-Assessment

For HR and WHS Leaders

This tool helps HR and WHS leaders quickly gauge their organisation's current readiness on psychosocial risk — and identify where specialist support may be needed. Rate each statement honestly from 1 to 5.

1 Not at all true

2 Rarely true

3 Sometimes true

4 Usually true

5 Completely true

Leadership & Governance

Our board and executive team understand that psychosocial risk is a legal WHS obligation, not a wellbeing initiative.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Our senior leaders model psychologically safe behaviours consistently.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Psychosocial risk is included in our WHS governance reporting.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Systems & Processes

We have a documented process for identifying and assessing psychosocial hazards.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Our performance management system has been reviewed for psychosocial risk.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

We have effective, trusted channels for reporting psychological safety concerns.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Our return-to-work processes are equipped to support psychological injury.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Culture & Climate

Employees feel safe to raise concerns about workload, conflict, or management behaviour without fear of negative consequences.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Our organisation responds to psychosocial complaints promptly and fairly.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

We track leading indicators of psychological risk (e.g. turnover, absenteeism, grievances).

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Capability

Our leaders have received practical training on psychosocial hazards and their obligations.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Our HR and WHS teams have the knowledge to conduct a psychosocial risk assessment.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Interpreting Your Score

49–60	Strong readiness — refine, embed, and maintain.
36–48	Developing — targeted gaps need structured action planning.
24–35	Emerging — significant work needed; consider external specialist support.
Below 24	High exposure — specialist advice strongly recommended.

Scored below 36, or unsure what to do with the results? We can help you interpret your risk picture and design a practical improvement plan. Contact Workplace Psych Safety at workplacepsychsafety.au for a no-obligation conversation.