

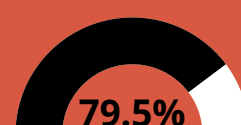
# PSYCHOLOGICALLY SAFE LEADERS IN CANADA - RESEARCH REPORT

*The vast majority of Canadian managers indicated that they believe in and practice strategies to support their employees' mental health.*

Most managers state that they demonstrate the following skills when working with their teams :



Communication and Collaboration



Social Intelligence



Problem Solving and Conflict Management



Security and Safety



## Many Managers strongly agreed that they:

- Are accessible to employees - 52%
- Respond promptly to concerns - 49%
- Appreciate employees' efforts - 48%
- Keep employees informed - 47%
- Support work-life harmony - 45%
- Recognize impact of harassment - 45%

## Fewer Managers strongly agreed that they:

- Handle emotional reactions - 27%
- Monitor employees' goals - 29%
- Offer one-to-one meetings - 30%
- Foster a sense of purpose- 30%
- Provide opportunities for growth - 32%
- Monitor team workload - 33%



Managers in Canada give themselves an 'A' in Fairness and Integrity with an average score of 83%.

Managers working on-site are more likely to agree that the pandemic has made work more challenging.

