

# CERTIFICATE IN BECOMING A PSYCHOLOGICALLY SAFE & INCLUSIVE EMPLOYEE (CPSIE)



Psychologically safe and inclusive team members can help to create a culture where all employees feel safe, valued and a sense of belonging.

## DID YOU KNOW?

- Direct and indirect costs of poor mental health in the workplace across Canada exceed \$200 billion annually (*Source: Boston Consulting Group*)
- Highly engaged teams are 21% more productive and have 28% less internal theft than those with low engagement. (*Source: Gallup*)

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 **UNB**  
EST. 1785  
UNIVERSITY OF NEW BRUNSWICK



## ? What is psychological health and safety?

Psychological health is the ability to think, feel, and behave in a manner that enables people to perform effectively at work, at home, and in society. Psychological safety deals with the risk of injury to psychological well-being that an employee might experience.

## ? What is a psychologically healthy and safe workplace?

It is a work environment that promotes employee mental well-being and actively works to create positive mental health.

## ? Why is it important to have a psychologically healthy and safe workplace?

People are your organization's most valuable resource. Taking precautions to ensure an employee's psychological health benefits everyone.

*One critical factor that directly impacts employee's psychological safety is their day-to-day interactions with their peers.*

## ABOUT THE PROGRAM

UNB's **Certificate in Becoming a Psychologically Safe & Inclusive Employee** is a self-paced, online program that provides employees guidance on how they can become a contributing psychological safe and inclusive employee. Discover the habits and behaviors for mitigating the risk for unhealthy peer-to-peer conflict, oppression and microaggressions that can negatively drain and harm peers.

## LEARNING OBJECTIVES

In this program, participants will:

- Discover behaviors and habits that every employee can do to help create a psychological safe workplace.
- Explore action steps to develop habits that support accountability, building healthy workplace relationships and social connections.
- Create a personal action plan for how to be a psychological safe employee/team member.

## COST

\$159

*The Certificate in Becoming a Psychologically Safe & Inclusive Employee complements UNB's existing suite of professional health, safety, and wellness courses and programs. UNB is home to the largest Occupational Health and Safety program in Canada.*

## COURSES

### IWH 1000 - PSYCHOLOGICALLY SAFE WORKPLACES

This course will help the learner to identify and understand the elements of a psychologically safe workplace and its link to overall performance for the organization. Learners will review mental harms and risks, and how their leadership can positively or negatively impact the employee experience.



### IWH 1001 - BECOMING A PSYCHOLOGICALLY SAFE LEADER



In order to become a psychologically safe leader, one must also ensure that they are attending to their own psychological safety. Learners will complete a number of assessments, geared to understanding strengths and opportunity areas in the arena of interpersonal skills and behaviours that rely on those skills. Developing a personal action plan will help you to identify your mental health needs and define how you show up each day for your team.

### IWH 1006 - BEHAVING AS A PSYCHOLOGICALLY SAFE & INCLUSIVE TEAM MEMBER

Establishing a psychologically safe workplace is a critical step towards building a productive and harmonious team. By promoting diversity and inclusion, employees can create an environment where everyone feels like they belong. This cultivates a sense of connection and purpose, making employees feel appreciated and valued. When individuals feel secure in expressing their ideas and opinions, they become more engaged and motivated in their work, ultimately leading to greater innovation and success. Let us strive to create a workplace where everyone feels safe, included, and valued.



## ABOUT THE INSTRUCTOR

**Dr. Bill Howatt**

**CEO & Founder of Howatt HR**

**Ph.D., Ed.D., Post Doc UCLA Semel Institute  
for Neuroscience and Human Behaviour**



Dr. Bill Howatt is the founder of Howatt Human Resources Consulting and an international expert in Workplace Psychological Health and Safety.

He is a highly sought-after speaker on leadership, mental fitness, and creating inclusive, psychologically healthy and safe workplaces. A behavioural scientist, he is passionate about supporting employees and leaders to create thriving workplaces.

Dr. Bill's 30-plus years of professional experience includes providing services in clinical mental health, teaching courses for colleges and universities, being a committee chair, and filling various senior leadership roles in Canada and the United States, including the Wall Street financial district. His firm provides HR consulting globally, focusing on employees' psychological safety.

Dr. Bill has published over 60 books and 600 articles and regularly contributes to workplace mental health research like WSPS [Moving to Action: Implementing Workplace Safety and Prevention Services' Mental Harm Prevention Roadmap](#) and Boston Consulting Group's recent study, [The Next Frontier of Workplace Culture](#), viewed by over 30 million readers.

He is the founder of [www.MFIQinc.com](http://www.MFIQinc.com) and creator of the University New Brunswick's [Certificate in Psychologically Safe Leadership](#). He publishes a weekly workplace mental health newsletter for leaders and workers called [Exploring Workplace Mental Health](#).





# CONNECT WITH US

Questions? Need advice? We're here to help.

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