

CERTIFICATE IN PSYCHOLOGICALLY SAFE LEADERSHIP



A psychologically safe leader is fully aware that every interaction with an employee, peer or customer is an opportunity to leave a positive or negative impression. These leaders are conscious of how their behaviour can impact another person's experience.

DID YOU KNOW?

- 70% of the variance in team engagement is determined solely by the manager. (*Source: Gallup*)
- By developing specific skills, leaders can create a safer and higher-performance work environment. (*Source: McKinsey & Company*)

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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. Employees who work for psychologically safe leaders are more likely to report higher job satisfaction and engagement, better workplace relationships, and better psychological well-being.

Paying attention to employees' mental health can help organizations with absenteeism, productivity, and employee retention.

ABOUT THE PROGRAM

UNB's **Certificate in Psychologically Safe Leadership** is a self-paced, online program that is specifically designed to empower new and developing managers to support the mental fitness of employees, reduce mental harms, and promote mental health in the workplace.

LEARNING OBJECTIVES

Participants will learn how to:

- Explore the key skills required to be psychologically safe and to support the total well-being of your workplace
- Gain insight on how to deal with crisis situations in the workplace
- Explore how leaders can support employees at risk due to impairment, substance use and mental health concerns
- Create an action plan for how to be a psychological safe leader

COST

\$159

The Certificate in Psychologically Safe Leadership 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 1002 - PROMOTING A PSYCHOLOGICALLY SAFE WORKPLACE

In a psychologically safe workplace, employees will be able to share their experience, thoughts, and ideas without fear of reprisal or retaliatory action—the psychologically safe leader is the conduit to a culture that reduces mental risks and harms, while continuing to drive performance at the organizational level.



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 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](#).



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

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