

SAFETY TALK BALANCE & PROTECTION OF SELF-CARE

What is 'Balance & Protection of Self-Care'?

'Balance' is one of the thirteen factors listed in the National Standard for Psychological Safety in the Workplace. Balance is present in the work environment when there is a recognition of the need for balance between work, family, and personal life demands.

'Protection of Self-Care' is one of the two additional factors added to the National Standard for the Healthcare Industry. Protection of self-care happens when the employer encourages staff to care for their own psychological health and safety. This can include paid sick leave, protected break times, designated break spaces, paid education and learning opportunities, or replacement staff to enable self-care.

Management plays a pivotal role in creating a culture where employees feel their mental health is protected involving open communication, active listening, and an atmosphere where everyone feels comfortable sharing their thoughts and concerns. Having leaders demonstrate empathy, acknowledge the psychological risks in the work environment, and provide resources builds a resilient and cohesive team. Regular check-ins and feedback sessions with staff; reinforces to staff that their psychological well-being is protected.



[National Standard - Balance \(video\)](#)

- Think of a time when you had difficulty maintaining work life Balance or providing self-care. What strategies did you use, or could have used to manage during this time?
- What are some strategies to help YOUR workplace boost overall employee Balance?
- What are some strategies the workplace can use to enhance the protection of self-care for employees?