# Workplace Wellbeing Assessment Report

## Sample Business

### Report generated 13/10/2022

This report is based on the Workplace Wellbeing Assessment survey **Sample Survey** which was conducted between **29/08/2022** and **30/08/2022**.

The benchmark data within is based on **medium businesses** in the **Construction** industry.

Comparison data is based on the past survey: Comparison Survey 25/08/2022.



1. Get leadership support
2. Consult with your team
3. Identify factors and analyse data
4. Make a plan
5. Put your plan into action
6. Evaluate and improve

Steps to a mentally healthy workplace

# Table of contents

## How to use this report

Workplace wellbeing is about the environment, culture and systems of a person's place of work, ensuring it is the best place it can be to protect a person's safety both physically and mentally.

The Workplace Wellbeing Assessment is designed to help you consult with your staff and understand how your workplace is performing across the four focus areas of a mentally healthy workplace. The data in this report represents the perspectives and experiences of people within your workplace, grouped by business leaders, team leaders and workers.

This report provides your workplace's level of capability, on a scale of 1 to 5, to provide a mentally healthy workplace for your staff. All businesses should aim to be level 5 – meaning they have an integrated and sustained approach with a focus on constant improvement. Level 4 – is also a positive result where effective actions are in place to be a mentally healthy workplace.

This report uses the business leader data as the primary source of the results and actions, as they are responsible for the work, health and safety decision making in a business. The team leader and worker survey group results provide visibility of different perspectives within the business, which can help you prioritise your actions.

While this report contains results about work, health, and safety, it does not evaluate compliance against laws and regulations.

### Benchmark Data

The benchmark data referenced in this report is from the 2022 Benchmarking Tool survey conducted by SafeWork NSW and research consultancy Instinct and Reason. The survey provides a baseline on the capability of NSW businesses to provide a mentally healthy workplace. The Workplace Wellbeing Assessment has been built from this validated state-wide survey. [Read more about the research](#)

Benchmark data for your industry and business size, called 'industry average' plus the NSW average are provided to help you understand how your workplace compares to other businesses across NSW. If your business has previously run the Workplace Wellbeing Assessment, the previous report you selected as a comparison will be included with your results in this report, referred to as 'comparison report'.
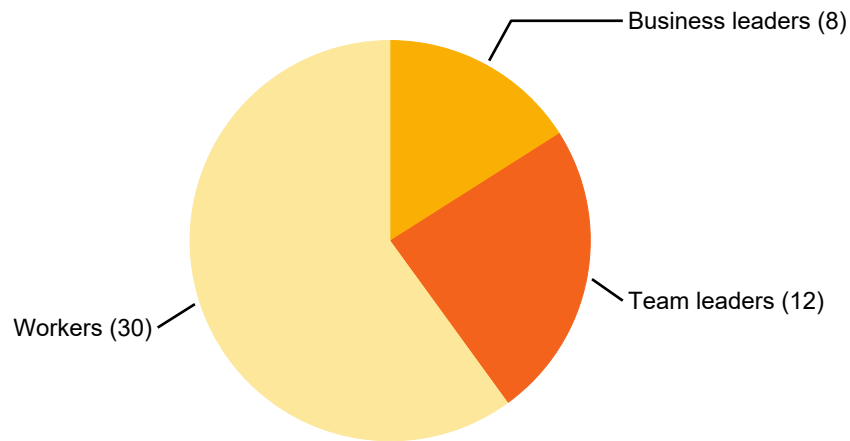
# About this report

## Survey groups

Sample Survey which was conducted between 29/08/2022 and 30/08/2022.

The following responses were received for this survey:

**Total (50)** | Business leaders (8) | Team leaders (12) | Workers (30)



**Business leaders** are the 'officers' responsible for, or participate in, making business decisions for the organisation e.g. owners / employers, executives, partners, senior management or human resource managers. They have completed the 'survey for business leaders' with 42 questions on focus areas plus the 'experience with mental health' questions.

**Team leaders** are people with influence over the work of others or have workers reporting directly to them e.g. team manager, supervisor, roster coordinator. They have completed the 'survey for workers' with 24 questions on focus areas plus the 'experience with mental health' section.

**Workers** includes all people who do not have people management responsibilities e.g. employees, contractors and volunteers. They have completed the 'survey for workers' with 24 questions on focus areas plus the 'experience with mental health' questions.

# About this report

## Key terms

### Sections and Focus areas

The Workplace Wellbeing Assessment has 5 sections. Section 1 to 4 covers the four focus areas that measure how a workplace promotes, manages, and supports mental health at work. Section 5 reports on people's experiences with mental health in your workplace. Results are presented for each section with more detail for each included throughout this report.

1. **Focus area** - Policy and processes
2. **Focus area** - Managing risk in the workplace
3. **Focus area** - Education and training
4. **Focus area** - Support services
5. **Experiences with mental health** in your workplace

### Levels of capability

Each question of the Workplace Wellbeing Assessment is rated as corresponding to one of five levels of capability. All businesses should aim to be at level 5 or 4. For more detail on what a workplace looks like at each level, visit the [Mental Health at Work website.](#)

**Level 5 - Integrated and sustained:** The workplace has mental health-specific systems, policies and procedures that are integrated and embedded. Interventions are tailored to each work group. Improvement in mental health in the workplace is visible and continuous.

**Level 4 - Effective action:** The workplace has an ongoing leadership commitment with a focus on prevention. Universal mental health systems, policies and processes support evidence-informed interventions at the organisational level.

**Level 3 - Limited action:** The workplace recognises its responsibility to manage workplace mental health risks and issues. There are generic mental health systems, policies and processes with reactive, optional or unconnected interventions.

**Level 2 - Intention:** The workplace has an intention to have a mentally healthy workplace but more proactive action needs to be taken. There are general work health and safety (WHS) systems, policies and processes which may be limited, ad hoc or outsourced.

**Level 1 - Basic awareness:** The workplace views mental health as an individual's responsibility. Work, health and safety (WHS) systems, policies and processes are general only and don't focus on mental health.

## Your organisation's results

### Overall scores by survey group

The overall levels below provide the perception of each of the survey groups on how mentally healthy your workplace is.

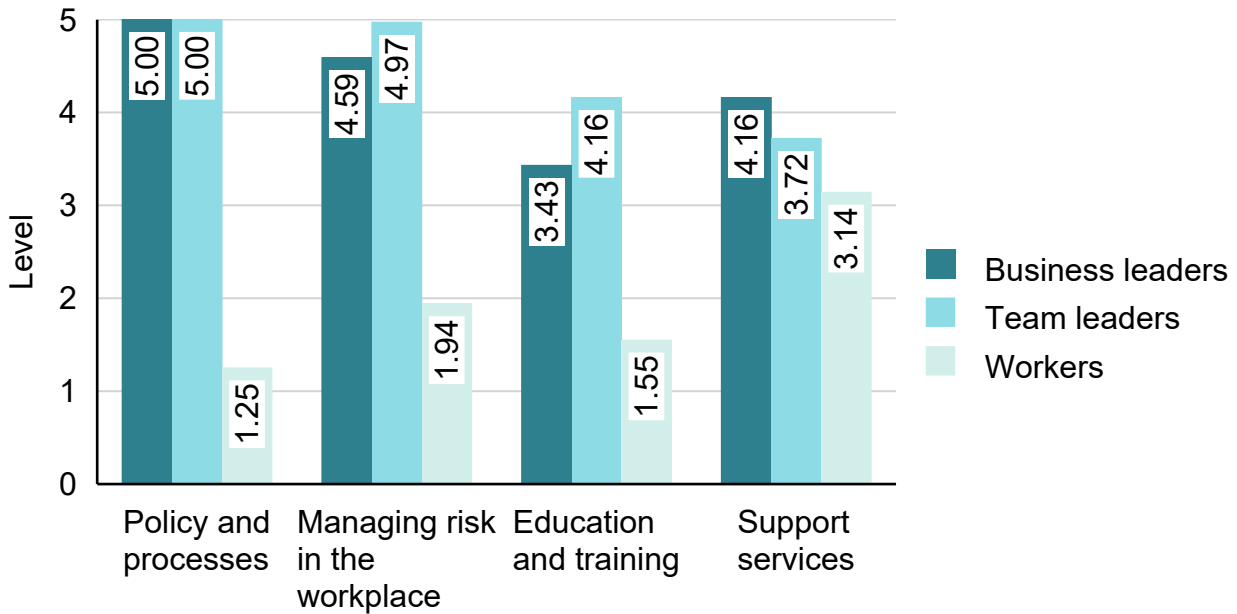| Survey group | Level |
|---|---|
| Business leaders | Level 3 |
| Comparison report - Business leaders | Level 2 |
| Team leaders | Level 4 |
| Workers | Level 2 |
| Comparison report - Workers | Level 3 |

### How your workplace compares

Below your workplace's overall score is compared to the average score for NSW businesses of similar size in your industry, and the overall NSW business average.

| | Business leaders | Team leaders | Workers |
|---|---|---|---|
| **Current score** | **4.26** | **4.50** | **2.01** |
| Comparison report | 3.48 | N/A | 2.86 |
| Industry average | 3.08 | 3.51 | 2.96 |
| NSW average | 2.93 | 3.24 | 2.83 |

# Executive snapshot

## How each survey group compares by focus area



| Survey groups | Policy and processes | Managing risk in the workplace | Education and training | Support services |
|---|---|---|---|---|
| Business leaders | 5.00 | 4.59 | 3.43 | 4.16 |
| Team leaders | 5.00 | 4.97 | 4.16 | 3.72 |
| Workers | 1.25 | 1.94 | 1.55 | 3.14 |

Some of the surveyed groups are not aligned in their perspectives and experiences in your workplace. For more details on the specific areas that you need to address, please review the 'Detailed survey responses' section at the end of this report.

# Executive snapshot

## Your workplace's strengths and weaknesses

Any strengths or weaknesses identified in your results are listed below for each focus area.

✅ Strength      ❌ Weakness

### Focus area 1: Policy and processes

✅ processes for prevention efforts related to workplace illnesses and injuries

✅ a vision for worker health and wellbeing

### Focus area 2: Managing risk in the workplace

✅ training for managers to ensure they can proactively identify injury risks

✅ a structured approach to consultation with workers about health and safety

### Focus area 3: Education and training

❌ training to help managers design safe workplaces to minimise exposure to psychosocial risk

❌ training that builds leaders' capability to prevent and manage the mental health of workers

# Executive snapshot

## Focus area 4: Support services

- ✓ internal or external support on workplace health for workers

- ✓ managers who promote the use of support services for workplace mental health

- ✗ processes for monitoring the use of support services for workplace health

- ✗ an approach that links the use of support services to workplace health and safety key performance indicators

# Executive snapshot

## Experiences with mental health in your workplace

The following results are key questions from section 5 of the survey to identify if people are having a positive or negative experience with mental health in your workplace.

In the last 12 months, have your workforce reported / have you experienced feeling mentally unwell due to your workplace?

| | |
|---|---|
| Business leaders | ■ No - 100% |
| Team leaders | ■ Yes - 17%　■ No - 83% |
| Workers | ■ Yes - 50%　■ No - 37%　■ Prefer not to say - 13% |
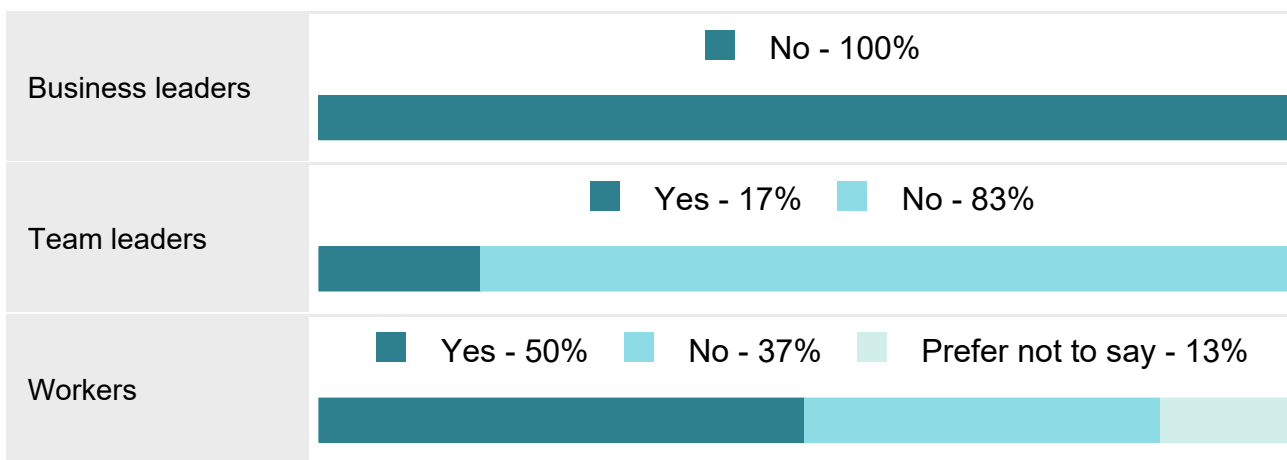
In the last 12 months, has your workplace had a positive impact on your workers / your mental health?

| | |
|---|---|
| Business leaders | ■ No - 13%　■ N/A - 88% |
| Team leaders | ■ Yes - 100% |
| Workers | ■ Yes - 3%　■ No - 80%　■ Prefer not to say - 17% |
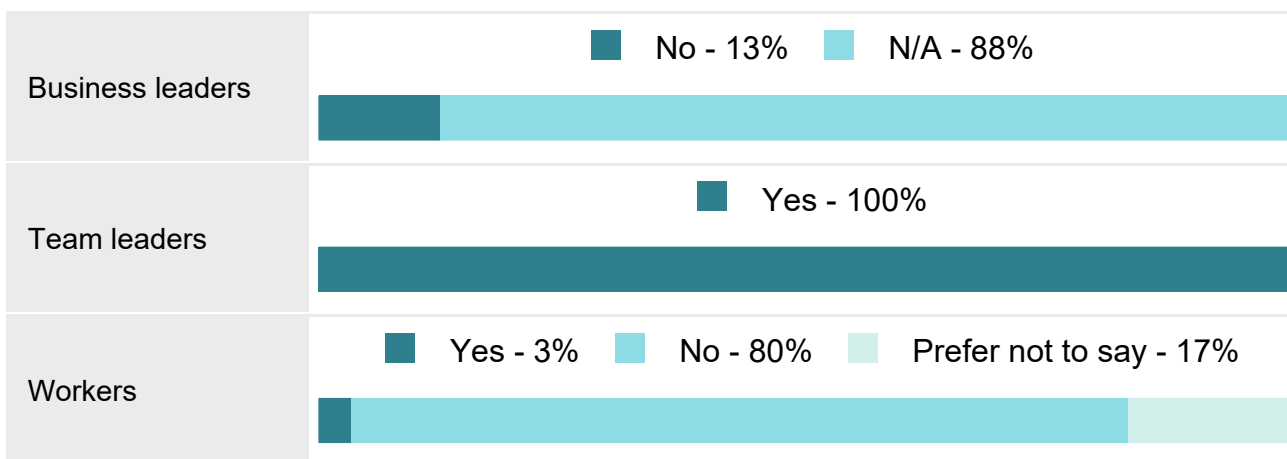
# Executive snapshot

## Most common negative experiences

Listed below are the most common negative experiences reported in your workplace. For the business leader group, this is their knowledge of what their workers have experienced. For workers and team leaders, this includes their personal experiences.

| | | |
|---|---|---|
| **Business leaders** | Other | 63% |
| | Feeling stressed or constantly under pressure to perform | 25% |
| | Being under-worked | 25% |
| **Team leaders** | None of the above | 33% |
| | Feeling stressed or constantly under pressure to perform | 33% |
| | Being over-worked/given too much work | 33% |
| **Workers** | Being over-worked/given too much work | 60% |
| | Feeling stressed or constantly under pressure to perform | 47% |
| | Being made to feel inadequate or inferior | 40% |

Survey sample: Total (50) | Business leaders (8) | Team leaders (12) | Workers (30)

# Executive snapshot

Have your workers / you ever taken time off work due to feeling mentally unwell in your current workplace?

| Business leaders | No - 75%    N/A - 25% |
|------------------|-----------------------|
| Team leaders | Yes - 8%    No - 92% |
| Workers | Yes - 60%    No - 30%    Prefer not to say - 10% |
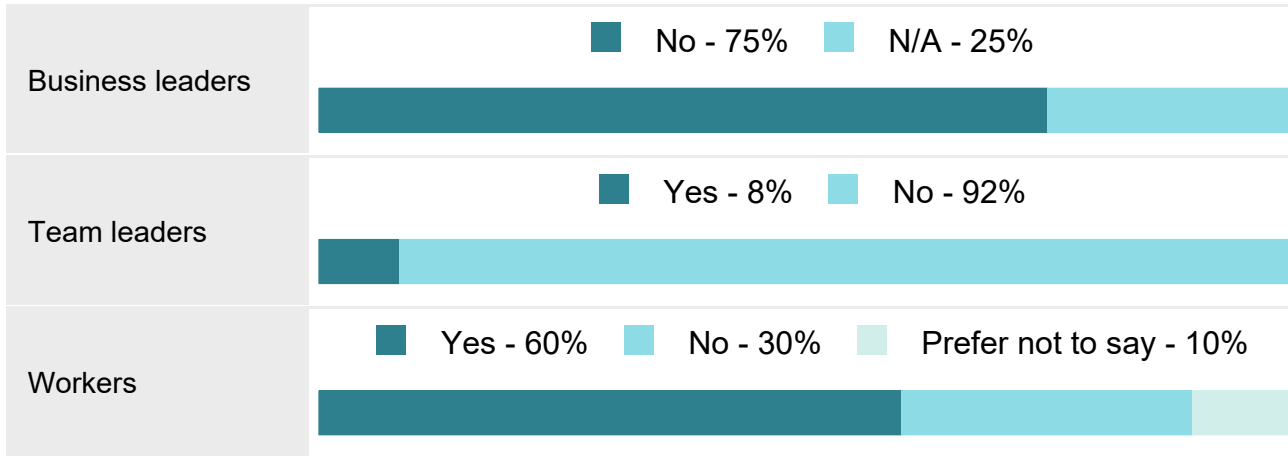
Is this workplace a mentally healthy organisation?

| Business leaders | Total agree - 13%    Neutral - 88% |
|------------------|------------------------------------|
| Team leaders | Total agree - 100% |
| Workers | Total disagree - 67%    Total agree - 13%    Neutral - 20% |
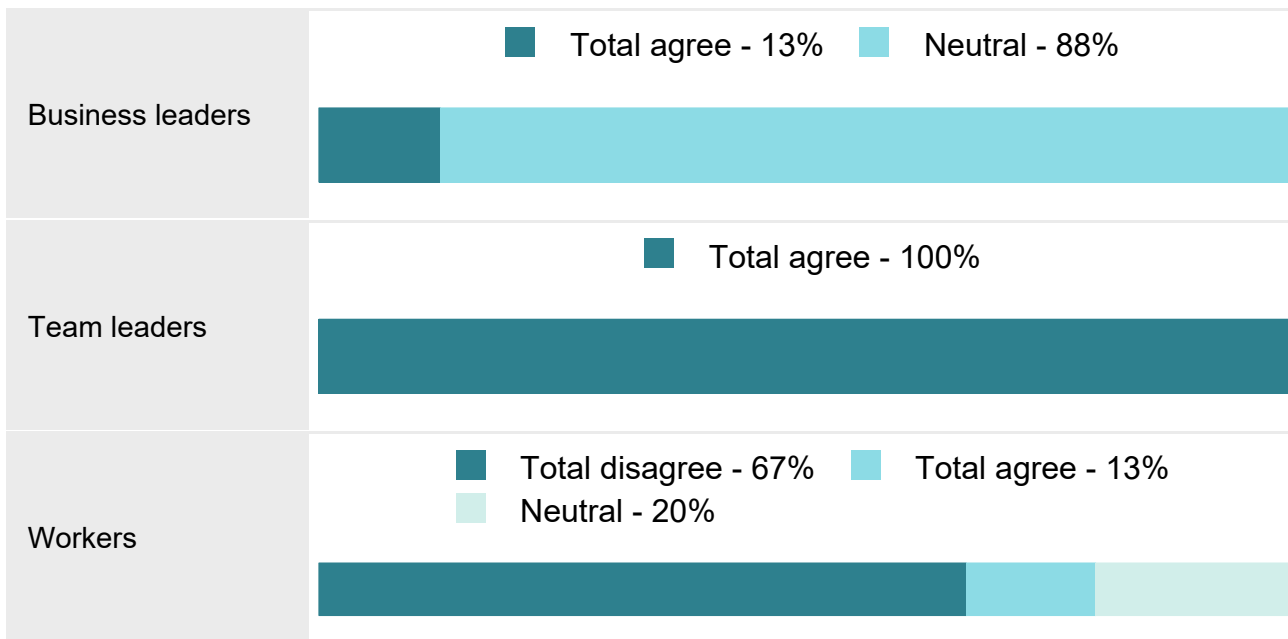
## Business leaders score for focus area 1

### Level 5 - Integrated and sustained

You achieved a score of 5.00 for the survey group business leaders which equates to Level 5 - Integrated and sustained

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This focus area measures the systems, processes and data your workplace has in place to manage mental health at work. This includes the overall vision, policies, strategies, and processes in place for the running of the organisation, specifically for mental health. Use of key performance indicators used to set targets and track performance of systems are also measured.

# Policy and processes

## How your workplace compares to others

Your business leaders' responses have led to the following result for focus area 1 – Policy and processes. Consider your level against the industry and state average levels and aim to be a leader in best practice.

Your score:

**5.00**
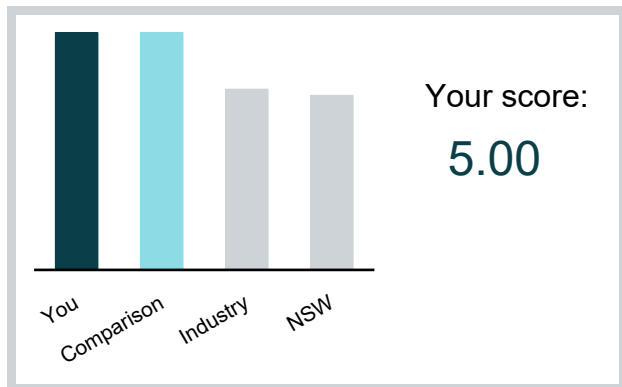
| | Score |
|---|---|
| Business leaders | 5.00 |
| Comparison report | 5.00 |
| Industry average | 3.81 |
| NSW average | 3.68 |

## How your survey groups compare

The average survey score in this focus area for each survey group is below. Variations between survey groups can indicate poor access or communication of what your workplaces safety systems are, where they can be accessed or how they are used.
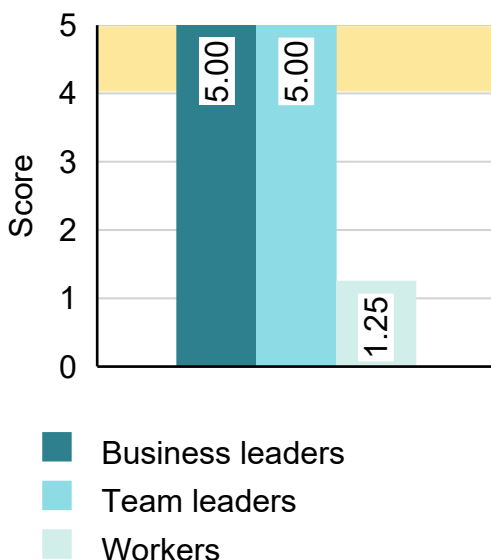
| | Score |
|---|---|
| Business leaders | 5.00 |
| Team leaders | 5.00 |
| Workers | 1.25 |

■ Business leaders
■ Team leaders
■ Workers

# Policy and processes

## Recommended actions to improve your score

The following actions are recommended based on your business leaders responses for focus area 1-Policy and processes.

**1** Your workplace has tailored and strategic **processes that are aimed at the prevention of workplace illness and injuries, including mental health.**

Your processes are continuously evaluated and modified to improve mental health outcomes.

Make sure to use feedback from your workers to help inform the continuous improvement of your processes and ensure they are meaningful for their day-to-day work.

Find out what other actions you can take to improve upon your processes for prevention.

**2** Your workplace has **a vision for worker health and wellbeing** that you actively promote.

By aligning business practices and culture to this vision and ensuring continuous improvement, you're supporting your workers to take effective action to create a safer and healthier workplace.

Looking to go a step further? Find out what other actions you can take to promote workplace mental health.

**3** Your workplace has mental ill-health **prevention activities that are informed by your organisational data**.

You also use this data to continuously evaluate and modify your prevention activities and monitor changes in the factors that impact your workers and business leaders.

See what other sources of data you can use to inform your improvements to your activities and strategy and visit our actions page to see if there are any further improvements to make in your workplace.

Survey sample: Total (50) | Business leaders (8) | Team leaders (12) | Workers (30)

# Policy and processes

**4**   Having **key performance indicators (KPIs) for your workplace mental health strategy** and activities ensures that you're keeping track of progress and measuring outcomes.

Making sure these KPIs are integrated within the workplace systems and reporting will help keep both workers and business leaders accountable for supporting a mentally healthy workplace.

Find out what other actions you can take to improve your workplace mental health.

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**5**   Your workplace has a **targeted mental health, safety and wellbeing policy** that is integrated and embedded within the business systems and culture, with controls in place for continuous improvement.

This means you're better equipped to assess how well your workplace is managing the psychological hazards relevant to your workers.

Find out if your policy has room for improvement with the policy resource kit.

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## Business leaders score for focus area 2

### Level 4 - Effective action

You achieved a score of 4.59 for the survey group business leaders which equates to Level 4 - Effective action

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This focus area measures the way your workplace manages risk factors to mental health at work. This includes your workplace's approach to risk identification, work design and reporting. It covers the use of consultation and collaboration with workers throughout the risk identification, and mitigation steps, as well as the promotional and tailoring activities around worker health and safety.

# Managing risk in the workplace

## How your workplace compares to others

Your business leaders' responses have led to the following result for focus area 2 – Managing risk in the workplace. Consider your level against the industry and state average levels and aim to be a leader in best practice.



Your score:

### 4.59
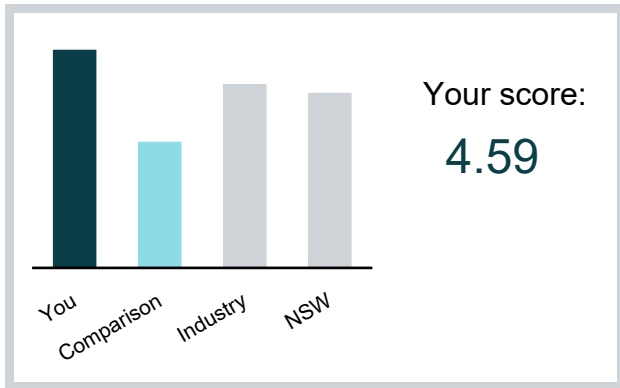
| | Score |
|---|---|
| Business leaders | 4.59 |
| Comparison report | 2.65 |
| Industry average | 3.86 |
| NSW average | 3.68 |

## How your survey groups compare

The average survey score in this focus area for each survey group is below. Variations between survey groups can indicate a lack of consultation between groups to identify, and mitigate risk factors effectively or poor work design efforts to ensure worker safely.



- Business leaders
- Team leaders
- Workers
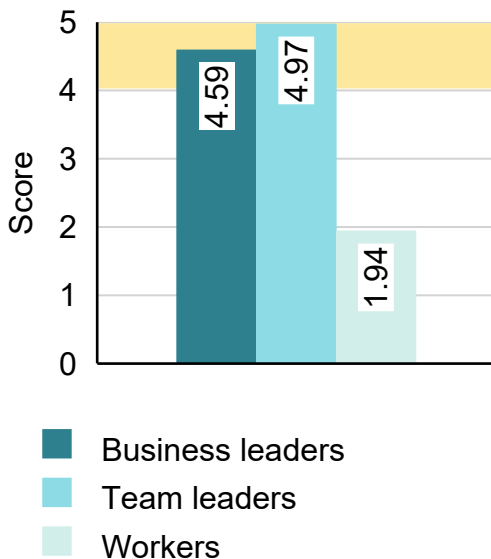
| | Score |
|---|---|
| Business leaders | 4.59 |
| Team leaders | 4.97 |
| Workers | 1.94 |

# Managing risk in the workplace

## Recommended actions to improve your score

The following actions are recommended based on your business leaders responses for focus area 2 – Managing risk in the workplace

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**1** Your workplace **designs work to improve safety and wellness outcomes.**

You have targeted interventions and strategies that are based on your workplace's identified risks.

Enhance your approach to work design by using employee feedback on identified psychosocial risks to inform strategies and further interventions that are right for your business.

Learn more about the 10 principles of good work design.

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**2** Your business undertakes **tailored workplace health and safety promotions that relate to risks present** in your workplace.

This tailored approach will resonate with workers and help them understand what you are doing to prevent mental ill-health and how they can contribute to keeping their workplace safe and healthy.

Improve the outcomes by embedding this action into your health and wellbeing strategy or monthly catchups to ensure that regular tailored promotions are undertaken throughout the year.

Talk to one of our expert coaches to find out how you can tailor your workplace health and safety promotions for better outcomes.

Build your plan with activities and promotions to help target the risks your people face at work.

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# Managing risk in the workplace

**3**

Your business consults **workers and leaders to identify key workplace hazards** impacting their mental health at work.

Consider whether your consultation methods gather both informal and formal data, as well as quantitative and qualitative information to inform your assessment of psychosocial risk. To maximise effectiveness, embed this consultation in your everyday processes.

Build upon your approach with the [People at Work tool](). This free and validated Australian risk assessment survey will help you to understand the risk factors in your workplace according to your people.

**4**

Your workplace is **measuring and recording health and safety incidents related to mental health**.

You're also using these records to inform work design changes across your business.

Go a step further by using these records in a cycle of continuous improvement. This will help you to address risks and inform targeted changes to work design in specific areas of your business.

Boost your workplace performance with the [SMART Work Design]() model.

**5**

Your workplace has a **safety culture that is everyone's responsibility**.

This collective safety culture is reinforced by a clear plan and implementation activities that support your commitment to a mentally healthy workplace culture.

Make sure to develop key performance indicators (KPIs) and establish a process for regular evaluation to ensure you continue to improve your approach to workplace mental health.

See what further [actions]() could benefit your workplace culture, and for more guidance and advice on establishing a mentally healthy culture, make use of our free [direct practical coaching]().

## Business leaders score for focus area 3

### Level 2 - Intention

You achieved a score of 3.43 for the survey group business leaders which equates to Level 2 - Intention

This focus area measures your organisations approach to training and education specifically around mental health at work. This includes educational programs and training for both leaders and workers to address topics such as reducing mental health stigma, risk minimisation, injury prevention, work design, and peer support. The levels of training put into practice in the workplace are also measured.

# Education and training

## How your workplace compares to others

Your business leaders' responses have led to the following result for focus area 3 – Education and training. Consider your level against the industry and state average levels and aim to be a leader in best practice.



Your score:

### 3.43
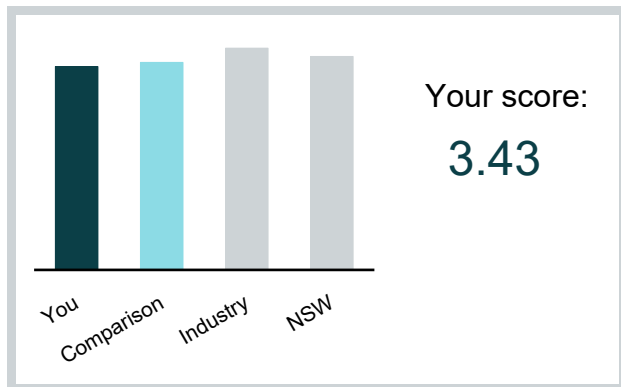
| | Score |
|---|---|
| Business leaders | 3.43 |
| Comparison report | 3.50 |
| Industry average | 3.74 |
| NSW average | 3.60 |

## How your survey groups compare

The average survey score in this focus area for each survey group is below. Variations between survey groups can indicate inadequate training and education. A perception that training is not put into practice in the workplace to translate into change or stigma reduction could also be present.



- Business leaders
- Team leaders
- Workers
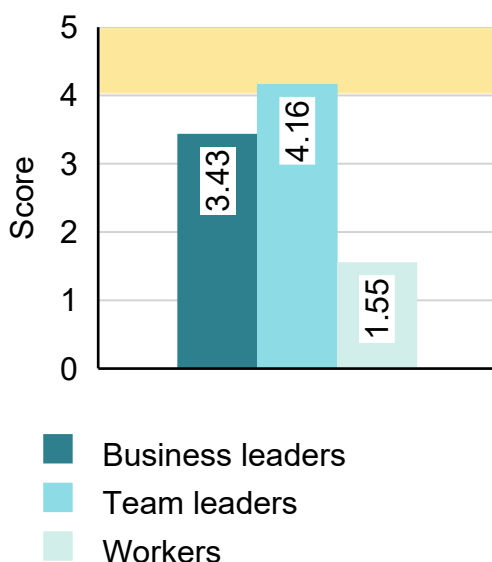
| | Score |
|---|---|
| Business leaders | 3.43 |
| Team leaders | 4.16 |
| Workers | 1.55 |

# Education and training

## Recommended actions to improve your score

The following actions are recommended based on your business leaders responses for focus area 3 – Education and training.

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**1** Good work design enhances health and wellbeing, as well as business success and productivity.

**Provide mandatory training to your leaders to ensure they know how to design safe workplaces**. It's a good idea to offer regular refreshers too.

[Talk to our coaches](#) about how your leaders can support safe work design in your business.

Find out what [training options](#) are right for your workplace.

Share these [tips for leaders](#) to manage workplace mental health.

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**2** Leaders play an important role in supporting and managing mental health in the workplace.

Provide **training that builds leaders' capability to prevent and manage the mental ill-health** of your workers.

Best practice leader training programs should:

- Educate leaders on workplace psychosocial hazards and [factors](#), including how to identify, prevent and manage them.
- Equip leaders with the skills to provide support to individual team members.
- Be mandatory for all leaders and include refresher training.

Need advice on what training is right for your workplace? Read the [training resource kit](#).

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# Education and training

**3** **Build on your WHS training and provide further education** for your leaders to ensure they know how to **support staff and prevent stigma in the workplace**.

To get long term benefits from your training program, make sure that you:

- Maintain a focus on building capability of leaders in workplace mental health and making training compulsory for all leaders.
- Empower leaders to incorporate their learnings into their daily practices which should also acknowledge the importance of mental health.
- Continuously tailor the training to suit your business situation and needs.

Find the right training for your workplace

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**4** Your workplace provides **training programs for all workers on the topic of workplace mental health.**

Your training should be comprehensive and practical, with a focus on the specific risk or factors that impact mental health your workplace. This will help build workers' capability to identify and minimise risks and hazards.

Maximise the benefits by making the training compulsory for everyone, as well as offering regular refresher training options.

Talk to our coaches to learn how you can encourage workers to be aware of workplace risks and minimise them.

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**5** Your workplace needs to provide **targeted training to help prevent and reduce mental health stigma**.

The training needs to focus on building workers' mental health literacy and gives them practical skills that can be applied in their daily work practices.

Maximise the benefits by making the training compulsory for everyone, as well as offering regular refresher training options.

Talk to our coaches to learn how you can encourage workers to put their learnings into practice.

Review our advice on sourcing training for your workplace.

## Business leaders score for focus area 4

### Level 3 - Limited action

You achieved a score of 4.16 for the survey group business leaders which equates to Level 3 - Limited action

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This focus area measures your workplace mental health support service options provided to your workers. This may include internal and external services as well as self-service tools and resources. This also considers the way in which these services are promoted, accessed, managed and quality controlled over time.

# Support services

## How your workplace compares to others

Your business leaders' responses have led to the following result for focus area 4 – Support services. Consider your level against the industry and state average levels and aim to be a leader in best practice.



Your score:

4.16
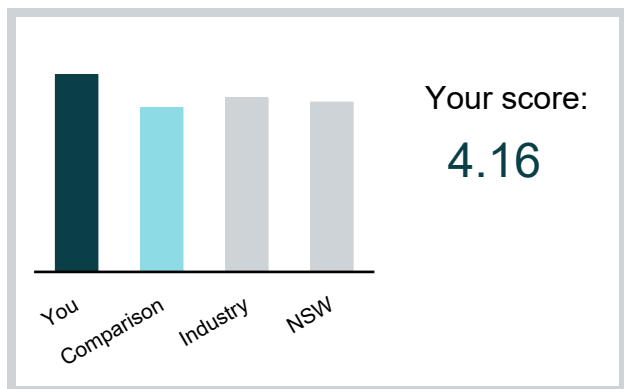
| | Score |
|---|---|
| Business leaders | 4.16 |
| Comparison report | 3.46 |
| Industry average | 3.67 |
| NSW average | 3.58 |

## How your survey groups compare

The average survey score in this focus area for each survey group is below. Variations between survey groups can indicate inadequate support services made available, promoted, or monitored. There also may not be adequate resources to prevent injuries or services are not being evaluated to check for effectiveness.
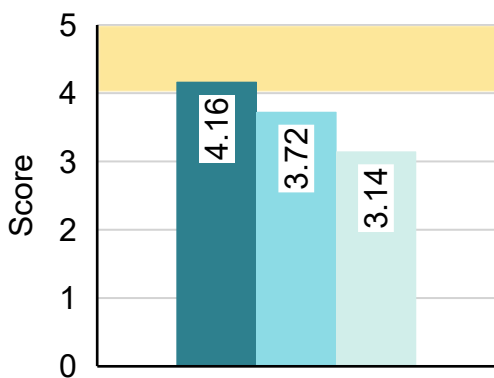


- Business leaders
- Team leaders
- Workers

| | Score |
|---|---|
| Business leaders | 4.16 |
| Team leaders | 3.72 |
| Workers | 3.14 |

# Support services

## Recommended actions to improve your score

The following actions are recommended based on your business leaders responses to focus area 4 – Support services.

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**1** Regularly **monitoring the use of support services** by workers can help you determine whether you're providing the right services to meet the needs of your workplace.

Data can include worker and leader feedback through surveys or conversations, how many staff use the service, how often and when, and what are some of the key issues being raised.

Considered over time, data can also point to other actions you can take to reduce psychosocial hazards.

For more advice on evaluating and monitoring in your workplace, see the [step-by-step guide](#) to creating a mentally healthy workplace.

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**2** While reviewing the usage of your support services on an ad-hoc basis is helpful, **linking the use of your support services to workplace health and safety key performance indicators (KPIs)** and monitoring the data over time can provide useful feedback. You can then use this data to ensure that these services are meeting your business and workers' needs.

Make sure your business leaders understand how to interpret this data over time to improve the support services, increase promotion and normalisation or address identified psychosocial hazards impacting your workforce.

For more advice on evaluating and monitoring in your workplace, see the [step-by-step guide](#) to creating a mentally healthy workplace.

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# Support services

**3**

When leaders proactively **normalise the use of available support services** for mental health, it can assist workers to feel more comfortable engaging with those services.

Look for opportunities for your leadership team to regularly share the benefits for workers in seeking support to help normalise early help-seeking. Make sure your leaders can articulate the benefits for workers of good mental health and seeking support.

**4**

You have evidence-informed **resources, including personnel, allocated to preventing incidents and managing safety.**

Although there are common factors that impact on mental health at work, it is important to specifically target the key psychosocial hazards present in your workplace to enhance the prevention of mental ill-health.

Regularly review and evaluate your resources to inform continuous improvement and to ensure they are effectively preventing injury and supporting mental health.

Discover more ways to provide support and see what other resources that might help improve psychosocial safety of your employees.

**5**

Your results indicate that your **workers likely have access to some self-service mental health tools.**

Conduct a regular review of the available tools to ensure that they are:

- Tailored for your workforce.
- Support a range of psychosocial impacts your people are likely to face.
- Evidence informed where possible.
- Easily accessible and easy to use.

Learn more about the support services, tools and resources that may benefit your people.

Survey sample: Total (50) | Business leaders (8) | Team leaders (12) | Workers (30)

# Make a plan

Every workplace will have areas for improvement so keep the momentum going with these steps and improve your next assessment results.

- Review your list of actions for each focus area. Make a plan, prioritise your areas for improvement and set realistic timeframes to complete your goals.

- Consult with your surveyed groups. Share the results and seek feedback and suggestions for your action plan. It's important to engage your people, recognise their contribution and demonstrate that you're listening.

- Put your plan into action by making changes and improvements in consultation with your workers.

- Evaluate and improve by planning for your next survey to reach level 4 or 5. The timing for this will depend on your action plan targets, but we recommend surveying your workplace every 6 – 12 months.

## How to use this data

This section includes the aggregate score for every survey question, broken down by survey group. It also contains detailed information about the experiences with mental health in your workplace.

If you noticed in this report that there was a misalignment of scores between your survey groups, you can use these detailed survey responses to identify the specific questions where there is a difference between perspectives and experiences in your workplace. This will enable you see the specific areas you need to prioritise in your action plan.

The business leader group survey contains 42 questions while the team leader and worker survey has 24 questions. The wording for these questions has been slightly modified to provide clarity and allow you to compare equivalent questions in the two surveys.

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| **Focus area 1: Policy and processes** | | | | |
| There is a vision or strategy for mental health and worker wellbeing | 5.00 | There is a vision or strategy for mental health and worker wellbeing | 5.00 | 1.25 |
| There are policies in place for mental health and worker wellbeing | 5.00 | There are policies in place for mental health and worker wellbeing | 5.00 | 1.25 |
| There is a workplace health, safety and wellbeing strategy | 5.00 | - | - | - |
| There is a workplace health and safety strategy that is monitored | 5.00 | - | - | - |
| Key performance indicators (KPIs) are used as indicators of workplace health and safety | 5.00 | There is a measurement system in place for how the workplace is doing on mental health of its workers (use of KPIs) | 5.00 | 1.25 |
| There are processes for prevention efforts for workplace illnesses and injuries | 5.00 | There are processes to limit mental health risks and stressors in the workplace | 5.00 | 1.25 |
| Workplace illness and injury prevention activities are informed by organisational data | 5.00 | There is organisational data on mental health and it is acted on to make changes for the better | 5.00 | 1.25 |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| **Focus area 2: Managing risk in the workplace** | | | | |
| The organisation identifies risks that threaten safety and wellness outcomes | 4.63 | - | - | - |
| There is a safety culture that is everyone's responsibility | 4.50 | There is a positive mental health culture that is seen as everyone's responsibility | 5.00 | 2.04 |
| Managers proactively identify where there are injury risks | 4.75 | Leaders proactively identify where there are mental health risks | 5.00 | 1.59 |
| The types of workplace health and safety incidents are measured/recorded | 4.50 | - | - | - |
| Work is designed to improve safety and wellness outcomes | 4.38 | Managers are easy to talk to and approachable about mental health and worker wellbeing | 5.00 | 1.79 |
| Managers adjust the design of work to minimise risk of injury | 4.63 | Managers think about the workloads, tasks, and responsibilities of workers to minimise mental health risks | 5.00 | 1.96 |
| Workers are consulted about health and safety | 4.75 | Workers are consulted about health and safety | 5.00 | 1.79 |
| Workers are consulted to identify workplace risks/hazards | 4.50 | The organisation consults with workers to identify workplace pressures and risks | 5.00 | 2.29 |
| Managers cooperate with workers to identify risks that inform workplace health and safety strategies | 4.63 | - | - | - |
| Reports the safety consultation results to management | 4.75 | - | - | - |
| Safety consultation results are reported to workers | 4.63 | - | - | - |
| Activities and communications are undertaken to promote worker health and safety | 4.63 | Activities and communications are undertaken to promote mental health and wellbeing | 4.90 | 1.91 |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| Workplace health and safety promotions are tailored to the risks present in the workplace | 4.38 | There is promotion of mental health and worker wellbeing at work | 4.90 | 2.13 |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| **Focus area 3: Education and training** | | | | |
| Managers are trained in how to prevent and manage stigma around workers' health | 3.25 | Leaders are trained to recognise the warning signs of potential mental health issues | 0% Agree | 3% Agree |
| Managers are made aware of the best language and approach when dealing with workplace health | 3.63 | - | - | - |
| Managers are trained in designing safe workplaces | 2.75 | - | - | - |
| Managers and workers put their training into practice | 3.75 | - | - | - |
| There is training that builds leaders' capability to prevent and manage the mental health of workers | 2.88 | - | - | - |
| Workers have compulsory induction training | 3.75 | Workers have compulsory induction training on the topic of workplace mental health | 100% Agree | 7% Agree |
| Workers have training programs that make them aware of workplace risks | 3.25 | Workers receive training on workplace risks that could lead to poor mental health | 100% Agree | 0% Agree |
| Workers have training programs on stigma reduction around ill-health | 3.50 | - | - | - |
| Workers have training programs that build capability to prevent and manage injuries at work | 3.88 | Workers receive training to increase their capability to manage their mental health | 100% Agree | 0% Agree |
| Workers are trained in providing support for their fellow workers regarding workplace health and safety | 3.63 | Workers are trained on how to provide support for their fellow workers | 100% Agree | 0% Agree |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| **Focus area 4: Support services** | | | | |
| Workers have access to self-service health tools | 4.13 | Workers have access to internally available support services for mental health and worker wellbeing | 58% Agree | 33% Agree |
| Workers have access to internal or external support | 4.50 | Workers have access to support services outside of the organisation for mental health and worker wellbeing | 58% Agree | 27% Agree |
| Workers have access to workplace health and safety support services with clinically trained professionals | 4.38 | Workers have access to and awareness of, internally available support services and individuals that are trained in mental health | 58% Agree | 30% Agree |
| Workers use internal or external workplace health and safety support services | 4.13 | - | - | - |
| Workers have access to peer support programs | 4.13 | Workers have access to peer support programs | 83% Agree | 43% Agree |
| Resources are allocated to prevent incidents and manage safety | 4.13 | - | - | - |
| Managers make it normal for workers to use support services | 4.00 | - | - | - |
| Information is provided about outsourced support services when requested | 4.13 | - | - | - |
| Managers promote use of support services | 4.38 | Managers promote the use of support services for mental health | 58% Agree | 30% Agree |
| The organisation monitors the use of support services | 3.88 | - | - | - |
| The use of support services is linked to workplace health and safety KPIs | 3.88 | - | - | - |
| The organisation evaluates the quality of the support services and improves them | 4.25 | The organisation evaluates and improves the quality of support services it provides | 58% Agree | 40% Agree |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| **Experiences with mental health in the workplace** | | | | |
| In the last 12 months, about what percentage of your workforce have reported feeling mentally unwell due to the workplace? | More than 20% - (0%)<br>16-20% - (0%)<br>11-15% - (0%)<br>6-10% - (0%)<br>4-5% - (0%)<br>2-3% - (0%)<br>0-1% - (0%)<br>None - (100%) | In the last 12 months, have you experienced feeling mentally unwell due to your workplace? | Prefer not to say - (0%)<br>Yes - (17%)<br>No - (83%) | Prefer not to say - (13%)<br>Yes - (50%)<br>No - (37%) |
| For the workers who reported feeling mentally unwell due to the workplace in the last 12 months | | If you responded yes to experiencing feeling mentally unwell due to your workplace in last 12 months | | |
| What change, if any, has there been in your workers mental health since they felt mentally unwell? | Prefer not to say - (0%)<br>It has improved - (0%)<br>It has stayed the same - (0%)<br>It has worsened - (0%) | What change, if any, has there been in your mental health since you felt mentally unwell? | Prefer not to say - (0%)<br>It has improved - (50%)<br>It has stayed the same - (50%)<br>It has worsened - (0%) | Prefer not to say - (0%)<br>It has improved - (27%)<br>It has stayed the same - (47%)<br>It has worsened - (27%) |
| What support, if any, has been provided or accessed by workers feeling mentally unwell? | Mental health programs in my workplace - (0%)<br>From managers in my workplace - (0%)<br>From colleagues in my workplace - (0%)<br>From a mental health program outside my workplace - (0%)<br>From a social network outside the workplace - (0%)<br>Other - (0%)<br>None of the above - (0%) | What support, if any, has been provided or accessed since you felt mentally unwell? | Mental health programs in my workplace - (50%)<br>From managers in my workplace - (100%)<br>From colleagues in my workplace - (100%)<br>From a mental health program outside my workplace - (50%)<br>From a social network outside the workplace - (50%)<br>Other - (0%)<br>None of the above - (0%) | Mental health programs in my workplace - (0%)<br>From managers in my workplace - (0%)<br>From colleagues in my workplace - (0%)<br>From a mental health program outside my workplace - (7%)<br>From a social network outside the workplace - (20%)<br>Other - (7%)<br>None of the above - (73%) |

Survey sample: Total (50) | Business leaders (8) | Team leaders (12) | Workers (30)

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| Workers felt adequately supported in coping with mental health issues | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) | I felt adequately supported by my workplace in coping with my mental health | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (100%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (60%)<br><br>Somewhat disagree - (33%)<br><br>Neither agree or disagree - (7%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) |
| Workers felt comfortable talking to management about their mental health | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) | I felt comfortable talking to management about my mental health | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (100%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (80%)<br><br>Somewhat disagree - (7%)<br><br>Neither agree or disagree - (13%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) |
| Workers are satisfied with the way the workplace supported them | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) | I was satisfied with the way my workplace supported me | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (100%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (60%)<br><br>Somewhat disagree - (7%)<br><br>Neither agree or disagree - (27%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (7%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| Workers mental health issue affected their ability to perform duties at work and this was managed | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (0%)<br>Strongly agree - (0%) | My mental health issue affected my ability to perform my duties at work | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (50%)<br>Strongly agree - (50%) | Don't know/ not sure - (0%)<br>Strongly disagree - (20%)<br>Somewhat disagree - (27%)<br>Neither agree or disagree - (20%)<br>Somewhat agree - (13%)<br>Strongly agree - (20%) |
| Workers did not experience any feelings of stigma over the experience | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (0%)<br>Strongly agree - (0%) | I did not experience any feelings of stigma over the experience | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (0%)<br>Strongly agree - (100%) | Don't know/ not sure - (0%)<br>Strongly disagree - (47%)<br>Somewhat disagree - (27%)<br>Neither agree or disagree - (20%)<br>Somewhat agree - (7%)<br>Strongly agree - (0%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| To the best of your knowledge, please indicate which of the following experiences, if any, have your workers experienced at work in the last 12 months? | Being bullied/harassed - (0%)<br><br>Being discriminated against - (0%)<br><br>Being victimised/picked on - (0%)<br><br>Being under-worked - (25%)<br><br>Being given boring work - (0%)<br><br>Being over-worked/given too much work - (13%)<br><br>Being excluded from team events/meetings - (0%)<br><br>Being made to feel inadequate or inferior - (0%)<br><br>Feeling stressed or constantly under pressure to perform - (25%)<br><br>Being given unreasonable timeframes to get work completed - (13%)<br><br>Being subjected to verbal abuse - (13%)<br><br>Being subjected to physical abuse - (0%)<br><br>Feeling isolated - (0%)<br><br>Other - (63%)<br><br>None of the above - (0%) | Please indicate which of these experiences, if any, you have experienced at work in the last 12 months? | Being bullied/harassed - (8%)<br><br>Being discriminated against - (0%)<br><br>Being victimised/picked on - (0%)<br><br>Being under-worked - (0%)<br><br>Being given boring work - (25%)<br><br>Being over-worked/given too much work - (33%)<br><br>Being excluded from team events/meetings - (8%)<br><br>Being made to feel inadequate or inferior - (0%)<br><br>Feeling stressed or constantly under pressure to perform - (33%)<br><br>Being given unreasonable timeframes to get work completed - (0%)<br><br>Being subjected to verbal abuse - (8%)<br><br>Being subjected to physical abuse - (0%)<br><br>Feeling isolated - (17%)<br><br>Other - (0%)<br><br>None of the above - (33%) | Being bullied/harassed - (17%)<br><br>Being discriminated against - (17%)<br><br>Being victimised/picked on - (23%)<br><br>Being under-worked - (20%)<br><br>Being given boring work - (17%)<br><br>Being over-worked/given too much work - (60%)<br><br>Being excluded from team events/meetings - (23%)<br><br>Being made to feel inadequate or inferior - (40%)<br><br>Feeling stressed or constantly under pressure to perform - (47%)<br><br>Being given unreasonable timeframes to get work completed - (33%)<br><br>Being subjected to verbal abuse - (17%)<br><br>Being subjected to physical abuse - (0%)<br><br>Feeling isolated - (33%)<br><br>Other - (0%)<br><br>None of the above - (7%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| In the last 12 months, has your workplace had a positive impact on workers mental health? | Prefer not to say - (88%)<br>Yes - (0%)<br>No - (13%) | In the last 12 months, has your workplace had a positive impact on your mental health? | Prefer not to say - (0%)<br>Yes - (100%)<br>No - (0%) | Prefer not to say - (17%)<br>Yes - (3%)<br>No - (80%) |
| Have workers had to take time off work due to feeling mentally unwell in the workplace? | Prefer not to say - (25%)<br>Yes - (0%)<br>No - (75%) | Have you ever taken time off work due to feeling mentally unwell in your current workplace? | Prefer not to say - (0%)<br>Yes - (8%)<br>No - (92%) | Prefer not to say - (10%)<br>Yes - (60%)<br>No - (30%) |
| Imagine a worker had a mental health issue at your workplace. How would you rate the following statements based on your opinion about the way your workplace would act? | | Imagine you or a colleague had a mental health issue at your current workplace. How would you rate the following statements based on your opinion about the way your workplace would act? | | |
| They would feel adequately supported by the workplace in coping with their mental health | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (25%)<br>Neither agree or disagree - (63%)<br>Somewhat agree - (0%)<br>Strongly agree - (13%) | We would feel adequately supported by the workplace in coping with our mental health | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (20%)<br>Strongly agree - (80%) | Don't know/ not sure - (0%)<br>Strongly disagree - (36%)<br>Somewhat disagree - (27%)<br>Neither agree or disagree - (27%)<br>Somewhat agree - (9%)<br>Strongly agree - (0%) |
| They would feel comfortable talking to management about mental health | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (13%)<br>Neither agree or disagree - (50%)<br>Somewhat agree - (25%)<br>Strongly agree - (13%) | We would feel comfortable talking to management about our mental health | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (20%)<br>Strongly agree - (80%) | Don't know/ not sure - (0%)<br>Strongly disagree - (55%)<br>Somewhat disagree - (27%)<br>Neither agree or disagree - (18%)<br>Somewhat agree - (0%)<br>Strongly agree - (0%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| They would be satisfied with the way the workplace handled and supported them | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (75%)<br><br>Somewhat agree - (13%)<br><br>Strongly agree - (13%) | We would be satisfied with the way the workplace handled and supported us | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (10%)<br><br>Strongly agree - (90%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (18%)<br><br>Somewhat disagree - (27%)<br><br>Neither agree or disagree - (55%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) |
| They don't need to raise concerns about workplace stressors (like bullying or fatigue) because our managers are watching out for these things | Don't know/ not sure - (0%)<br><br>Strongly disagree - (13%)<br><br>Somewhat disagree - (25%)<br><br>Neither agree or disagree - (50%)<br><br>Somewhat agree - (13%)<br><br>Strongly agree - (0%) | We won't need to raise concerns about workplace stressors (like bullying or fatigue) because our managers are watching out for these things | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (20%)<br><br>Strongly agree - (80%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (45%)<br><br>Somewhat disagree - (27%)<br><br>Neither agree or disagree - (27%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) |
| Agreements and disagreements on the following statements | | | | |
| I don't really understand what 'mental health' is | Don't know/ not sure - (0%)<br><br>Strongly disagree - (25%)<br><br>Somewhat disagree - (25%)<br><br>Neither agree or disagree - (50%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) | I don't really understand what 'mental health' is | Don't know/ not sure - (0%)<br><br>Strongly disagree - (67%)<br><br>Somewhat disagree - (17%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (17%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (57%)<br><br>Somewhat disagree - (20%)<br><br>Neither agree or disagree - (17%)<br><br>Somewhat agree - (3%)<br><br>Strongly agree - (3%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| I believe that informing managers of issues like bullying and fatigue would not adversely impact any worker's career | Don't know/ not sure - (0%)<br>Strongly disagree - (13%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (50%)<br>Somewhat agree - (38%)<br>Strongly agree - (0%) | I believe that informing my managers of mental health issues like bullying and fatigue would not adversely impact my career | Don't know/ not sure - (0%)<br>Strongly disagree - (8%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (25%)<br>Strongly agree - (67%) | Don't know/ not sure - (0%)<br>Strongly disagree - (33%)<br>Somewhat disagree - (30%)<br>Neither agree or disagree - (27%)<br>Somewhat agree - (3%)<br>Strongly agree - (7%) |
| I believe that informing managers of personal mental health issues like feeling stressed, anxious, or depressed would not adversely impact any worker's career | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (50%)<br>Neither agree or disagree - (50%)<br>Somewhat agree - (0%)<br>Strongly agree - (0%) | I believe that informing my managers of personal mental health issues like feeling stressed, anxious, or depressed would not adversely impact my career | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (8%)<br>Somewhat agree - (17%)<br>Strongly agree - (75%) | Don't know/ not sure - (0%)<br>Strongly disagree - (30%)<br>Somewhat disagree - (30%)<br>Neither agree or disagree - (27%)<br>Somewhat agree - (10%)<br>Strongly agree - (3%) |
| Workers have no concerns about disclosing how they are feeling regarding their mental health to managers | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (25%)<br>Neither agree or disagree - (63%)<br>Somewhat agree - (13%)<br>Strongly agree - (0%) | I have no concerns about disclosing how I am feeling regarding my mental health to my managers | Don't know/ not sure - (0%)<br>Strongly disagree - (8%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (17%)<br>Somewhat agree - (0%)<br>Strongly agree - (75%) | Don't know/ not sure - (0%)<br>Strongly disagree - (30%)<br>Somewhat disagree - (33%)<br>Neither agree or disagree - (27%)<br>Somewhat agree - (7%)<br>Strongly agree - (3%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| Agreements and disagreements on the following statement about your workplace culture | | | | |
| My organisation is open and trusting | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (38%)<br><br>Somewhat agree - (38%)<br><br>Strongly agree - (25%) | My organisation is open and trusting | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (8%)<br><br>Strongly agree - (92%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (33%)<br><br>Somewhat disagree - (27%)<br><br>Neither agree or disagree - (30%)<br><br>Somewhat agree - (3%)<br><br>Strongly agree - (7%) |
| I am confident others at work can recognise signs of poor mental health | Don't know/ not sure - (0%)<br><br>Strongly disagree - (13%)<br><br>Somewhat disagree - (25%)<br><br>Neither agree or disagree - (50%)<br><br>Somewhat agree - (13%)<br><br>Strongly agree - (0%) | I am confident others at work can recognise signs of poor mental health | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (0%)<br><br>Somewhat agree - (25%)<br><br>Strongly agree - (75%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (43%)<br><br>Somewhat disagree - (30%)<br><br>Neither agree or disagree - (13%)<br><br>Somewhat agree - (13%)<br><br>Strongly agree - (0%) |
| We have a lot of support services for mental health available | Don't know/ not sure - (0%)<br><br>Strongly disagree - (25%)<br><br>Somewhat disagree - (25%)<br><br>Neither agree or disagree - (50%)<br><br>Somewhat agree - (0%)<br><br>Strongly agree - (0%) | We have a lot of support services for mental health available | Don't know/ not sure - (0%)<br><br>Strongly disagree - (0%)<br><br>Somewhat disagree - (0%)<br><br>Neither agree or disagree - (17%)<br><br>Somewhat agree - (17%)<br><br>Strongly agree - (67%) | Don't know/ not sure - (0%)<br><br>Strongly disagree - (43%)<br><br>Somewhat disagree - (23%)<br><br>Neither agree or disagree - (23%)<br><br>Somewhat agree - (7%)<br><br>Strongly agree - (3%) |

# Detailed survey responses

| Business leaders questions | Business leaders | Team leaders and Workers questions | Team leaders | Workers |
|---|---|---|---|---|
| I enjoy the work that I do here | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (25%)<br>Somewhat agree - (38%)<br>Strongly agree - (38%) | I enjoy the work that I do here | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (17%)<br>Strongly agree - (83%) | Don't know/ not sure - (0%)<br>Strongly disagree - (20%)<br>Somewhat disagree - (7%)<br>Neither agree or disagree - (27%)<br>Somewhat agree - (37%)<br>Strongly agree - (10%) |
| My workplace is a mentally healthy organisation | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (88%)<br>Somewhat agree - (0%)<br>Strongly agree - (13%) | My workplace is a mentally healthy organisation | Don't know/ not sure - (0%)<br>Strongly disagree - (0%)<br>Somewhat disagree - (0%)<br>Neither agree or disagree - (0%)<br>Somewhat agree - (17%)<br>Strongly agree - (83%) | Don't know/ not sure - (0%)<br>Strongly disagree - (37%)<br>Somewhat disagree - (30%)<br>Neither agree or disagree - (20%)<br>Somewhat agree - (10%)<br>Strongly agree - (3%) |