

West Central Ohio Safety Council Sept 2021

PLEASE HANG TIGHT
UNTIL 8:00.

THANK YOU!



WE'RE SO HAPPY YOU JOINED US
TODAY!

West Central Ohio Safety Council
Monthly Webinar via Zoom

Mental Health and Safety
in the Workplace

Katy Tombaugh, Wellness Collective



Attend virtually!

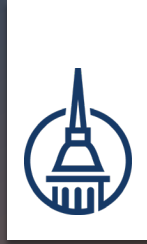
Sheakley/Chamber Relationship – Mike Cicak
BWC Updates – Dean Bidlack
Mental Health and Safety in the Workplace



Webinar Logistics

Welcome!

- Please use the chat feature to network and to ask any questions.
- A recording of this webinar along with all the information from today's meeting will be shared via email to all attendees.
- If you have any ideas for a future speaker or topic, please let us know.



Mike Cicak

Safety & Risk Management Consultant





SAFETY FIRST

You never know when a cat is packed with explosives.

JOHNASCHNEZBURGER.COM



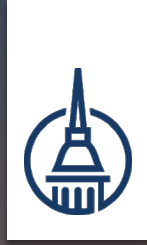
Sheakley
RISK & SAFETY SOLUTIONS



SAFETY FIRST

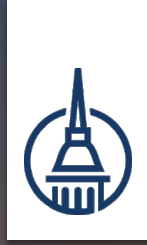
Go on Safety, and don't you drop the camera man.

VERY DEMOTIVATIONAL .com



How can Sheakley help my business?

- Prevention
- Compliance
- Safety Staffing



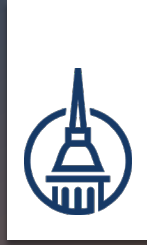
Prevention

- Safety & Drug Free Safety Program Training
- Employee Education
- On-site Mock OSHA Audits
- Monthly Safety Webinars

Compliance



- Department of Transportation (DOT)
 - Authority forms
 - Driver qualification files
 - MVR's
 - DOT 60/60 Drug & Alcohol Training for Supervisors
- OSHA
 - OSHA Recordkeeping
 - Policy development



Safety Staffing

- Efficiency
- Expertise
- Safety Consultants
- Temp-to-Hire
- Direct Employment

Questions?



Mike Cicak

Safety & Risk Management Consultant

800.877.5055 x 6203

mike.cicak@sheakley.com



Steering Committee Members

President: Amy Ricker, Lima Pallet Co.

Joe Hutton, Fort Amanda Specialties

Vice President: Crystal Jackson, Cenovus- Husky
Lima Refinery

Deb Mosher, Institute for Orthopedic Surgery

Past President: Craig Hohenbrink, INEOS

Dean Bidlack, BWC Rep

Tony Daley, Spallinger Millwright

Jed Metzger, Chamber Liaison

Rose Hesseling, HCF Management

Deb Katzenmeyer, Manager

Past steering committee member news

Karen Schindeldecker was a long-time, valued member of our steering committee, and an amazing individual who will be greatly missed by many. However, her contributions to safety will live on for generations to come.

Tragically, she was in a major car accident a few weeks ago and passed away from her injuries. Her husband Rick was also in the car, but he is now stable condition.

The safety council will be sending condolences and flowers to the family when a service is scheduled.

Attendance Incentive



\$100 each meeting –
attend to be entered
for the drawing

YOU could WIN
TODAY! 😊



Grand Prize in June including ALL
attendances for FY22.



Winner to be notified/announced
after each meeting.

Registration Process

- The registration process is changing. All emails on our safety council list will be automatically registered each month. This avoids each person having to go out and register for each meeting or risk missing the meeting for lack of registering.
- The invitation will still be sent out via email, so you can invite/forward to anyone who doesn't normally receive the invites – or ask me to add people to the list if needed.
- Benefits:
 - You automatically get the recordings from each meeting afterwards
 - You don't have to remember to register or risk not be able to access the webinar the day-of.

Questions? Put them in the chat box.

FY 2022 – Ongoing Changes & BWC Mega Meeting Dates

- ✓ All BWC safety council meetings will be conducted virtually thru at least June 2022
- ✓ The rebate program remains suspended until in-person meetings resume.
- ✓ No collection of semi-annual reports.
- ✓ No CEO attendance requirement.
- ✓ BWC will host two mega meetings in FY22.

**

- ✓ October 6, 2021 and April 13, 2022

***Therefore, WCOSC will not plan a separate meeting for those months.*

BWC Mega Meeting

October 6, 2021 @
11am

Topic: Leading from
Your Heart!™

Ohio

Bureau of Workers'
Compensation



Free webinars for employers currently enrolled in an Ohio safety council or those wanting to learn more about the benefits of safety council participation.

Wednesday, October 6

11 a.m. to 12 p.m. ET



Meetings will feature a welcome from BWC Administrator Stephanie McCloud

Keynote speaker David J. Sarkus, MS, CSP is Chief Servant Leader and Founder of David Sarkus International Inc., a leading health and safety management consulting and training firm based in Pittsburgh, Pennsylvania.

Leading from Your Heart!™

You want to achieve zero-incident culture for safety—who doesn't? But what does it really take to get to that point? For starters, it takes great leadership, coaching, and engagement. This inspiring keynote, which parallels servant leadership principles, is infused with humor, and will reveal seven contemporary and empirically based principles that will move your people from superficial compliance to deeper and more durable forms of personal commitment to safety. You'll leave this talk with actionable ways to:

- Impact attitudes and actions in deeper and broader ways for three especially important types of changes in attitudes and actions
- Turn your followers into safety leaders and champions

Develop a culture where safety is viewed as vital to the health of your organization by also experiencing positive changes in productivity, quality, and morale



At the scheduled date and time, [click here to join this live event](#). You do not need to pre-register.

Certified Occupational Safety Specialist Training - OCT 18-22

WCOSC members receive “member” pricing = \$700 savings



8AM-5PM/Day for one week



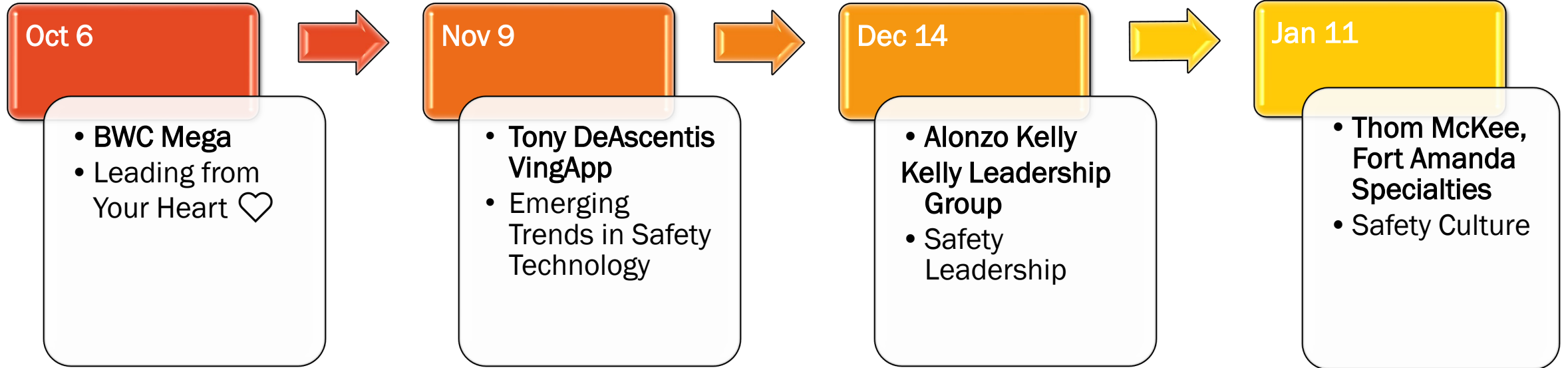
Certified Occupational Safety Specialist

Contact Deb if interested!



Virtual Meeting Schedule

Oct 2021 – Jan 2022



BWC Updates - Dean Bidlack



Mental Health and Safety in the Workplace

West Central Ohio Safety Council
Monthly Webinar via Zoom

**Mental Health and Safety
in the Workplace**

Katy Tombaugh, Wellness Collective



Katy Tombaugh

wellnesscollective

Katy is the Founder & CEO of Wellness Collective – a certified-woman owned business headquartered in Westerville, Ohio.

- Wellness Collective works with employers nationwide to transform lives (and workplace culture) through health and happiness.
- She works with a wide variety of workplaces (across many industries) to develop strategies and customized programs for improving employee well-being.
- She speaks locally and nationally on the topic of workplace wellness – some of you may recognize her from years past at Ohio Safety Congress.

Meeting Wrap up - Thanks for attending!

wellnesscollective

Katy Tombaugh - Contact Information:

 (614) 523-3213  katy@wellnesscollective.com
www.wellnesscollective.com or FB @[WellnessCollective](https://www.facebook.com/WellnessCollective)

- \$100 in Chamber gift certificates - drawn after the meeting.
- All information from today's meeting will be shared via email after the meeting.
- Questions/Comments? Email me at dkatz@limachamber.com.

Thanks for attending!

- Please complete the meeting evaluation survey when you receive it.
- Next meeting is the BWC Mega Meeting – Oct 6th @ 11AM – Leading from Your Heart
- #SafetyFirst! #RememberYourWhy
- Deb's Contact Info – Direct # 419.222.6708 – email: dkatz@limachamber.com

Mental Health Safety in the Workplace

Created by: Lara Uher, LISW-S & Mental Health Specialist | Wellness Collective

Facilitated by: Katy Tombaugh, Founder & CEO | Wellness Collective



Learning Targets

In this session, we will:

1. **UNDERSTAND** psychological safety, risk factors and warning signs that negatively influence this sense of safety.
2. **LEARN** protective factors that employees and the workplace community can collectively apply to foster resiliency amongst the group.
3. **APPLY** this learning by reviewing a specific case study involving a threat to safety in the workplace and identifying key elements.

Workplace Role in Supporting Employee Mental Health

Psychological safety is essential to workplace productivity, satisfaction, and safety.

What is it?

- Definition: It's the belief you won't be punished or humiliated for speaking up with ideas, questions, concerns or mistakes; the ability to take risks.
- Shared belief held by team members that others on the team will not embarrass, reject, or punish you for speaking up.
- "Diversity of thought"
- Psychological safety does NOT mean everyone is nice all the time, but rather the team embraces conflict and speaking up.
- The team has your back and you have theirs.

Does your team have psychological safety?



Consider using this 5-question quiz:

1. If I make a mistake on my team, is it often held against me?
2. Are members of my team able to bring up problems and tough issues?
3. Is it safe to take a risk on this team?
4. Is it difficult to ask other members of this team for help?
5. When working with members of this team, are my unique skills and talents valued and utilized?

Risk Factors Impacting Psychological Safety

Researchers at Simon Fraser University identified **13 psychosocial risk factors (PSR)** in the workplace.

These factors impact organizational health, individual health of employees, and the way work is carried out and context in which it occurs.

These are also known as interpersonal risks.

Risk Factors Impacting Psychological Safety

1. Psychological Support
2. Organizational Culture
3. Clear Leadership & Expectations
4. Civility & Respect
5. Psychological Competencies & Requirements
6. Growth & Development
7. Recognition & Award
8. Involvement & Influence
9. Workload Management
10. Engagement
11. Balance
12. Psychological Protection
13. Protection of Physical Safety

Bottom Line:

It's essential to adapt policies to match what employees need and create a workplace setting that encourages a sense of productivity, motivation, safety and security.

Warning Signs of Psychological Distress

Have you noticed a co-worker struggling with emotional/psychological distress?

- Change in behavior is an indicator of psychological distress (eating/sleeping/daily functioning/family-work-recreational dynamics, etc.)
- “See something, say something...”

Research shows:

- Asking direct questions increases safety and a sense of connectedness.
- Talking about problems lessens the risk of unsafe behavior from occurring.
- Sense of belonging/attachment is critical.

What can I do to support my co-workers?

Be aware of normal behavior in co-workers, so you can be alert when a change of behavior occurs.

Take on the “helping role” philosophy.

- Seeking help is a sign of strength.
- Reaching out to those you are concerned about is also a sign of strength.



What can I do to support my co-workers?

The 4S's of [Healthy] Attachment

(the feeling that binds one to another):

1. Feeling seen
2. Feeling safe
3. Feeling secure
4. Feeling soothed



5 Action Steps for Helping

ASK. “Are you okay?” Use direct questions.

KEEP THEM SAFE. If there is indication they are not okay, ask if they have a plan to hurt themselves or others.

BE THERE. Listen carefully and learn what the person is thinking and feeling.

HELP THEM CONNECT. Save hotlines for crisis situations or if suicidal/homicidal ideation is reported. (Hotlines referenced.)

Also, make a connection with a trusted individual like a family member, friend, spiritual advisor, or mental health professional.

STAY CONNECTED. Staying in touch after a crisis can make a difference.

Protective factors are characteristics associated with a lower likelihood of negative outcomes or that reduce a risk factor's impact.

Protective factors may be seen as positive countering events.

Preventative Factors for Employers

5 WAYS TO HELP CREATE PSYCHOLOGICAL SAFETY



1. MAKE
it an explicit
priority.



2. FACILITATE
everyone
speaking up.



3. ESTABLISH
norms for how
failure is handled.



4. CREATE
space for new ideas
(even wild ones).



5. EMBRACE
productive
conflict.



Center for Creative Leadership®

Create Psychological Safety



Make psychological safety a priority.



Facilitate active listening & contribution of ideas.



Establish norms for failure & how to overcome failures.



Be open to all ideas (even the wild ones).



Embrace productive conflict.

Create Psychological Safety



View curiosity as the key.



Foster curiosity; ask specific & inquisitive questions.



Curiosity is the antidote to judgment & a productive alternative to blame.



Seek other points of view & challenge assumptions.



Create a culture of experimentation.

Case Study

A team member (mid-level manager) sat down in a team meeting and admitted he was battling a terminal illness. The team member disclosing his illness opened the flood gates for other team members to share their challenges, struggles, and problems. This often makes people uncomfortable. Why?

- How does psychological safety play into this scenario?
- What are potential risk factors for disclosing this information?
- What are the potential protective factors or elements that strengthen the team?

References

Center for Creative Leadership. *What is Psychological Safety at Work?* <https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/>.

InLearning. Psychological Safety: Model Curiosity and Ask Good Questions as a Leader. <https://www.linkedin.com/learning/psychological-safety-clear-blocks-to-innovation-collaboration-and-risk-taking/psychological-safety-model-curiosity-and-ask-good-questions-as-a-leader>

Mental Health Commission of Canada. *13 Factors: Addressing Mental Health in the Workplace*. <https://www.mentalhealthcommission.ca/English/13-factors-addressing-mental-health-workplace>

Harvard Business Review. *High-Performing Teams Need Psychological Safety. Here's How to Create It*. <https://hbr.org/2017/08/high-performing-teams-need-psychological-safety-heres-how-to-create-it>

Continuing the Conversation

lara@wellnesscollective.com

katy@wellnesscollective.com