

MANAGING PSYCHOSOCIAL HAZARDS: ACTION TRACKER FOR JOBSITE LEADERS



PURPOSE

Psychosocial hazards—such as excessive job demands, limited job control, poor communication, bullying, harassment, and insufficient support—are common in construction and can significantly affect workers’ physical health, mental well-being, and safety. This brief action tracker supports jobsite leaders in routinely identifying and addressing psychosocial hazards, ideally as part of weekly check-ins.

This tracker is not intended to be a comprehensive or prescriptive solution. Instead, it offers practical guidance on controls and actions shown to reduce common work-related stressors in the construction industry.

A SIMPLE AND PROACTIVE PSYCHOSOCIAL HAZARD ACTION TRACKER FOR JOBSITE LEADERS

Review the three steps below and the associated goals. These steps should be incorporated into your routine and other procedures. A list of common psychosocial hazards and control measures are included to help you track your daily or weekly observations.

STEP 1. IDENTIFY POTENTIAL PSYCHOSOCIAL HAZARDS IN YOUR WORKPLACE

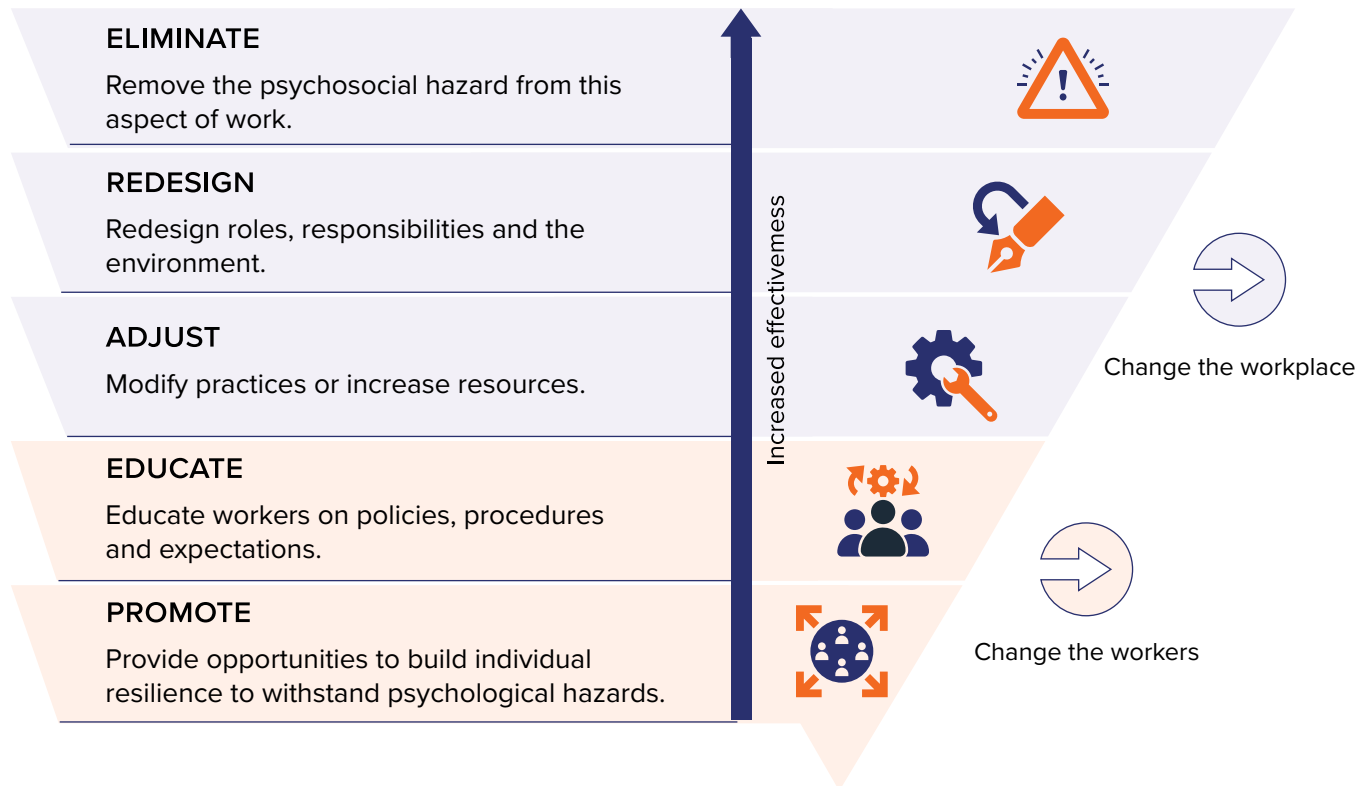
Begin with identifying conditions that have the potential to cause harm. During your walkaround or morning prep, use the tracker below to check off what you observe or what people are repeatedly reporting to you. Use the Respect Works Recognizing Psychosocial Hazard Toolbox Talk to begin conversations about these hazards and take notes on what your crew reports that is seriously affecting their work and their safety. Remember that it is always preferable that you talk with your crew to identify these hazards and collect suggestions they might have to mitigate them. Avoid making quick assumptions.

Work Demands	Yes	No	Notes / Action Needed
Is the workload excessive or unreasonable?			
Are deadlines tight or unrealistic?			
Are there signs of fatigue (slow responses, mistakes, irritability)?			
Are tasks monotonous or at high-intensity?			
Are there constant staffing shortage or turnover?			
Work Organization	Yes	No	Notes / Action Needed
Workers are not involved in decisions that affect them.			
Do the scope of work or schedule change in the last-minute?			
Are instructions conflicting or unclear?			
Is there a lack of tools, equipment or supervisors on-site?			
Are the daily plan and responsibilities unclear?			
Team Dynamics and Culture	Yes	No	Notes / Action Needed
Are workers frequently showing signs of frustration, stress, or disengagement?			
Do workers yell at, insult and threaten each other often?			
Are insults, incivilities and teasing tolerated?			
Are there signs of bullying, hazing, harassment, or discrimination?			
Is there consistent mentorship and guidance for newer workers?			
Are workers hesitant to ask for help and speak up?			
Team Dynamics and Culture	Yes	No	Notes / Action Needed
Is the work pace intensified by heat, noise, weather, poor housekeeping or cramped spaces?			
There is no designated space for breaks and to decompress.			
There are no bathrooms or porta-potties available and are they well-maintained.			
Other			

STEP 2. SELECT AND IMPLEMENT THE BEST CONTROL MEASURES TO MITIGATE THE MAIN HAZARDS YOU HAVE IDENTIFIED IN STEP 1.

Effective control of psychosocial hazards requires a combination of organizational, managerial, work design, and behavioral interventions. As the diagram shows below, these controls mirror traditional safety hierarchies for physical hazards, varying from: eliminating the sources, re-designing the work, adjusting existing practices, educating workers and/or promoting individual resilience. Discuss these possible controls with your crew, asking for their inputs and other suggestions. Consider that the controls showed in the diagram start from the most effective to the least effective

HIERARCHY OF CONTROLS OF PSYCHOSOCIAL HAZARDS



Adapted from Health and Safety New Zealand (2022). Hierarchy of controls for psychological health and safety.

A combination of controls might be the best strategy. More specific examples of controls/actions that you can take to address psychosocial hazards are provided below along with an Action Log to help you track and incorporate those actions into your management practice.

Reduce job demands

- ☐ Reassign or rotate tasks
- ☐ Adjust pace or production targets
- ☐ Break large tasks into phases
- ☐ Allow and encourage rest breaks and hydration

Improve role clarity

- ☐ Re-explain daily plan and responsibilities
- ☐ Align instructions between supervisors
- ☐ Set realistic expectations

Increase support and communication

- ☐ Hold a short huddle to reset expectations
- ☐ Pair newer workers with experienced mentors
- ☐ Make yourself visible and available
- ☐ Check in with team members showing stress signals
- ☐ Provide EAP / support resource reminders

Address negative behaviors

- ☐ Intervene immediately when disrespectful behavior occurs
- ☐ Remind team of zero-tolerance policies
- ☐ Document incidents and follow company procedures and policies

Plan and organize better

- ☐ Confirm material/equipment availability
- ☐ Ensure adequate staffing
- ☐ Update workers with schedule or scope changes

Action log

Issue identified	Action taken	Person responsible	Deadline	Follow-up date

STEP 3. REFLECT ON THESE ACTIONS WEEKLY

Observe if the psychosocial hazards decreased, morale increased, and people reported feeling safer and more productive. Control measures are not one-size-fits-all and need to be prioritized according to the needs and the nature of the hazard. Know that changing the work, not the worker, are the most effective methods, but they are not always feasible. Observe the ongoing changes and take notes.

QUESTIONS FOR REFLECTION

- What worked well this week? Are you keeping the work doable, not draining?
- Which of the actions above were difficult to take or are out of your control?
- What psychosocial hazards remain unchanged?
- What serious issues require escalation to management?
- Do you have the support you need for taking actions?

Notes: