



Costs of a Psychologically Unsafe Workplace

Employees who experience high demand, low control, high effort and low reward (including you!) are more likely to suffer the following adverse consequences of a *psychologically unsafe workplace*. The costs of these consequences are staggering both for individuals and the organization.

HEALTH COSTS	PERFORMANCE COSTS
<ul style="list-style-type: none"> ▪ 3× Heart problems ▪ 3× Back pain ▪ 5× Certain types of cancer ▪ 2-3× Injuries of all types ▪ 2-3× Infections ▪ 2-3× Conflicts ▪ 2-3× Mental health problems ▪ 2-3× Substance abuse 	<ul style="list-style-type: none"> ▪ Reduced adaptability ▪ Reduced ability to cope with change ▪ Impaired learning ▪ Impaired memory ▪ Increased helplessness ▪ Increased passivity OR aggression/conflict

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