

Emerging Risks: The Leader's Guide to Psychological Safety

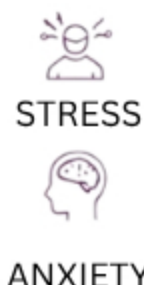
Goal: To Prove that psychological safety is a primary leading indicator of physical safety, not just a soft HR concept.
For staffing leaders, psychological safety is the “invisible bridge” between a temporary worker stepping onto a site and returning home uninjured.

CHAPTER 1: HAZARD BASELINE (THE VULNERABILITY MULTIPLIER)

3x
HIGHER INJURY RISK
For workers in the **first month on the job** compared to workers with over a year of tenure. (IWH)



INVISIBLE
PRESSURES



10x
**HIGHER RISK OF
PSYCHOLOGICAL INJURY**
Low safety climate equals
extreme risk

CHAPTER 3: THE LEADER'S PRACTICAL TOOLKIT (ACTION & SOLUTION)

THE SILENT TRAP

80%

INJURY SPIKE. Employers in psychologically unsafe workplaces are **80% MORE LIKELY** to suffer a medical injury (National Safety Council)

INJURY SPIKE. Employers in psychologically unsafe workplaces are **80% MORE LIKELY** to suffer a medical injury (National Safety Council)



THE PHYSICAL INJURY LINK

CHAPTER 2: HAZARD SCAN (THE STAFFING PARADOX & GLOBAL DRAIN)

5x
HIGHER PHYSICAL RISK
When poor workplace psychological support and physical hazards combine. (IWH)



THE GAUGE OF INVISIBLE FRICTION
(FEAR VS. REALITY)

THE GLOBAL PRODUCTIVITY DRAIN

12 BILLION

WORKDAYS LOST
ANNUALLY

Global mental distress & low workplace support cost the economy **\$1 TRILLION USD.** (WHO/ILO)



Move from “Therapist” to “Bridge Builder”

90-DAY SCAN:

- ☒ **IDENTIFY WORK PRESSURE:**
Spot heavy workloads and unrealistic demands.
- ☒ **EXPOSURE WINDOWS:**
Monitor critical periods during onboarding and new tasks.
- ☒ **EARLY SIGNS OF WORKER WITHDRAWAL:**
Look for disengagement, isolation, and reduced communication.