

The Silent Killer:

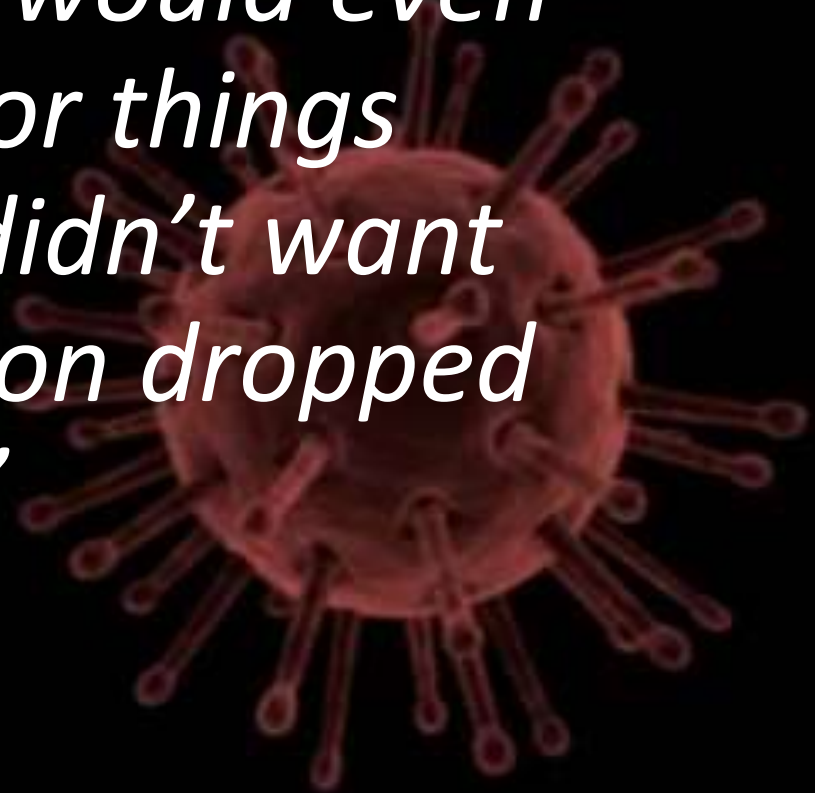
Why we need to keep talking about culture

Dr Abby McLeod

Dr Katrina Sanders



“I feel really valued in this team. In my last team I felt like nobody would even notice if I died. Lots of minor things made me feel excluded. I didn’t want to go to work, my motivation dropped and I started taking leave.”



Australian police employee

Figure 3.1 Proportion of employees with suicidal thoughts or behaviours in the past 12 months, by sector

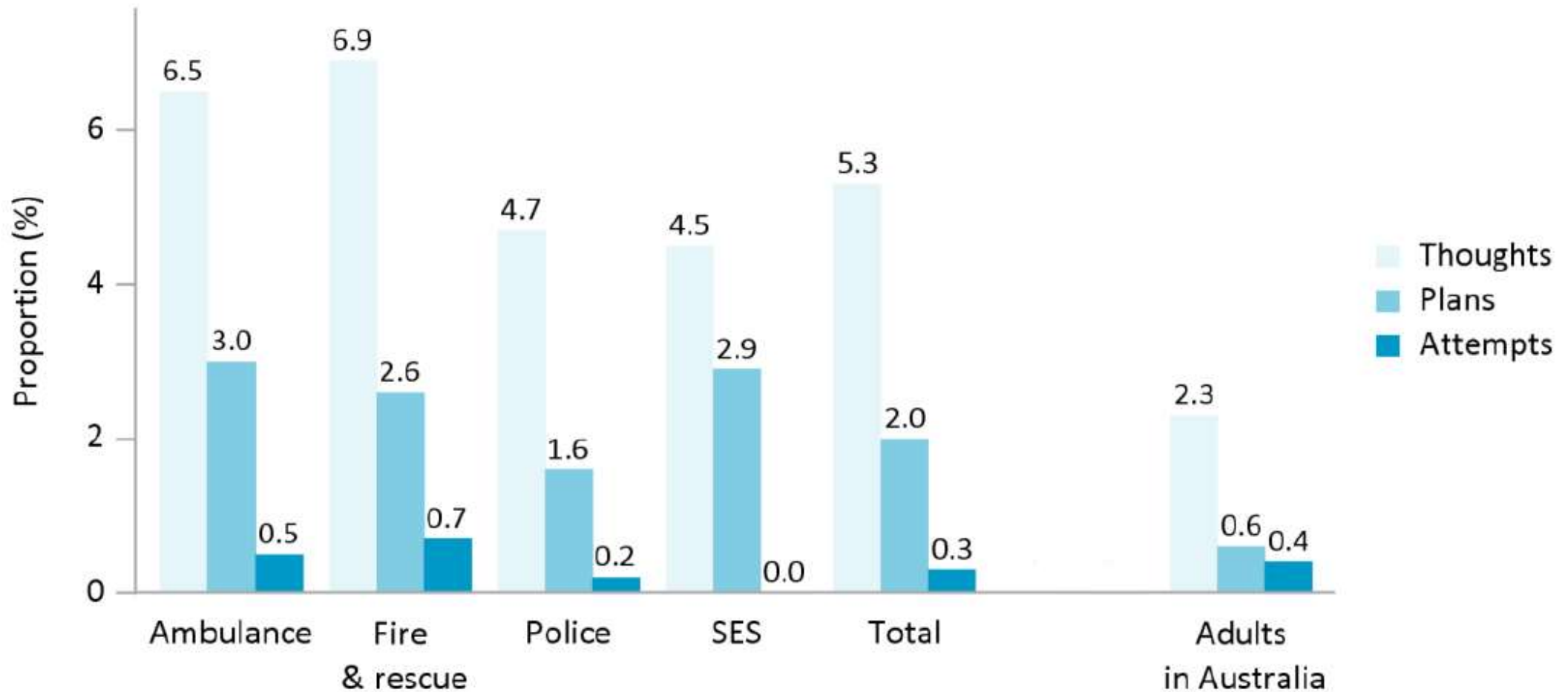
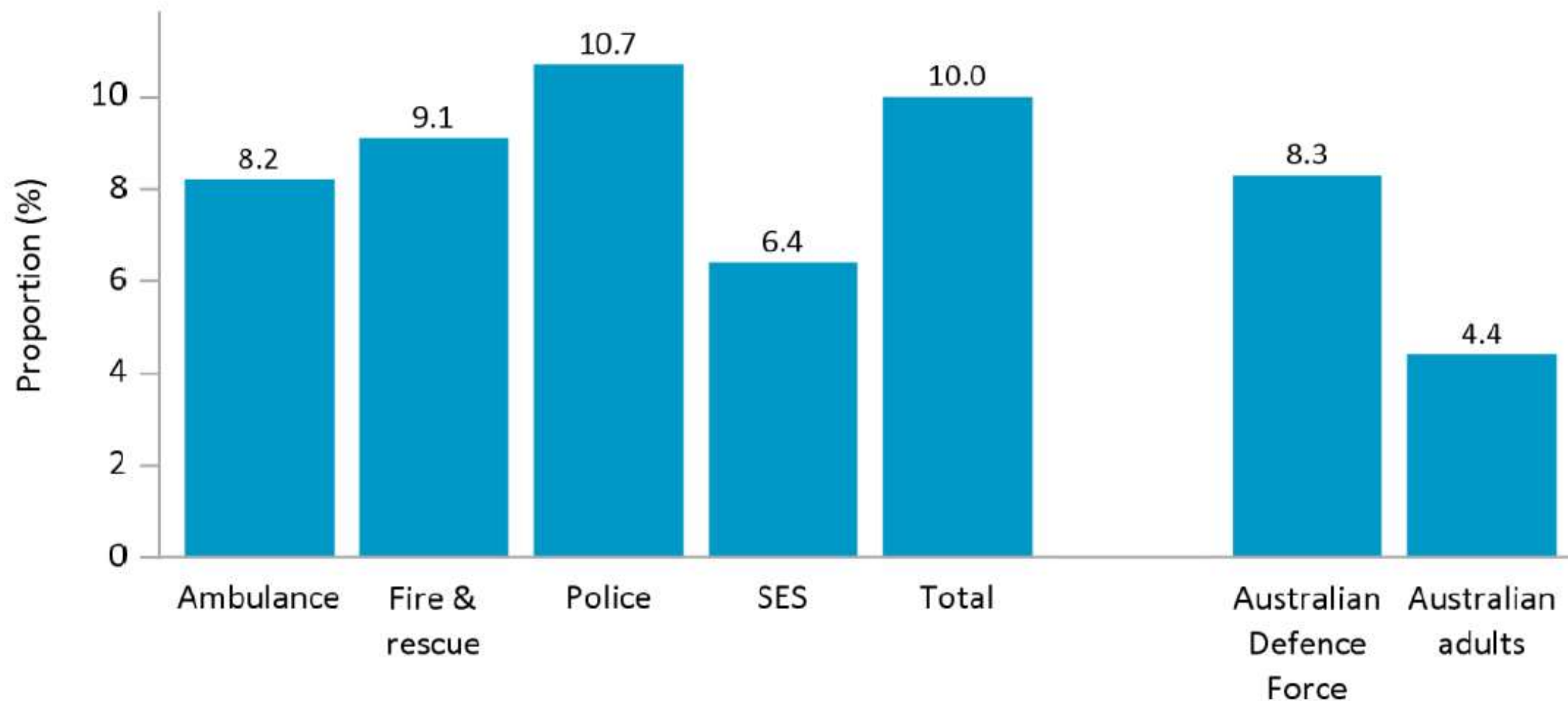


Figure 2.3: Proportion of employees with probable PTSD, by sector





WORKPLACE **CULTURE** **VS** **CLIMATE**

CLIMATE

- Behavior-oriented
- Does not have power to create lasting change in people or organizations
- Can offer positive health benefits for employees but does not address holistic wellbeing
- The manifestation of emotional and cognitive processes

Examples of Healthy **CLIMATE:**

- On-site fitness classes
- Healthy food options in cafeteria
- Flex time
- Sit-to-stand work stations
- Safety programs

CULTURE

- Learned over time
- Involves behavior, emotional and cognitive processes
- Powerfully shapes employee behavior
- Foundation for change

Examples of Healthy **CULTURE:**

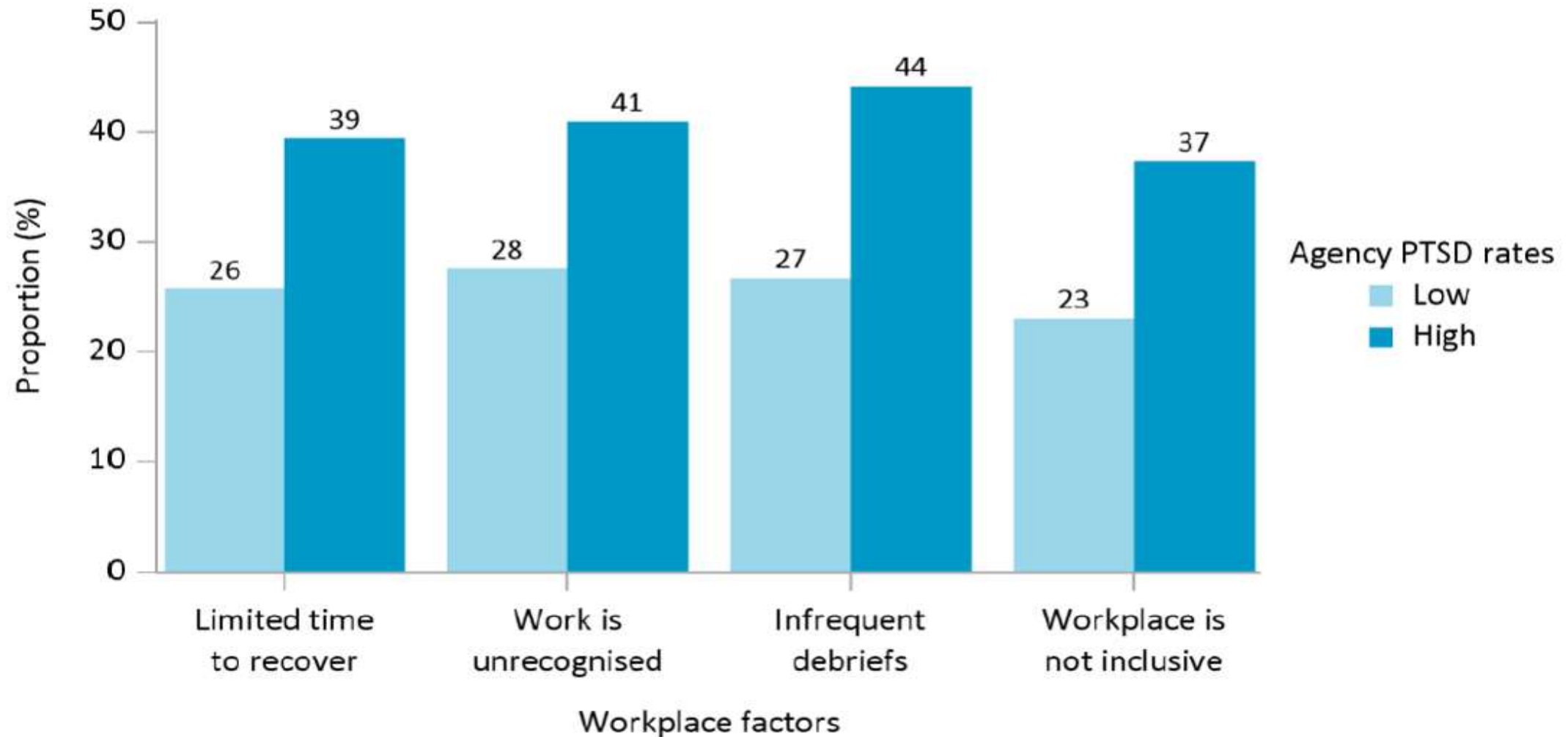
- Each employee understands how his/her work contributes to living the organization's vision and purpose
- Leadership is cohesive
- Employees have meaning and purpose in their work
- Rules are clear and apply to everyone
- Clear communication is prioritized and valued

“Good management can mitigate the risk of mental illness in high-stress environments; bad management can make mental health problems far worse.”



*Education and Employment
References Committee*

Figure 6.1: Proportions of employees with negative perceptions of workplace factors in agencies with higher and lower rates of probable PTSD



The background is a dark, grainy, and textured surface, possibly representing a night sky or a weathered wall. A silhouette of a city skyline with several tall buildings is visible in the background. A large, white, L-shaped graphic element is positioned on the right side, with its corner pointing towards the top right. The text is centered and reads:

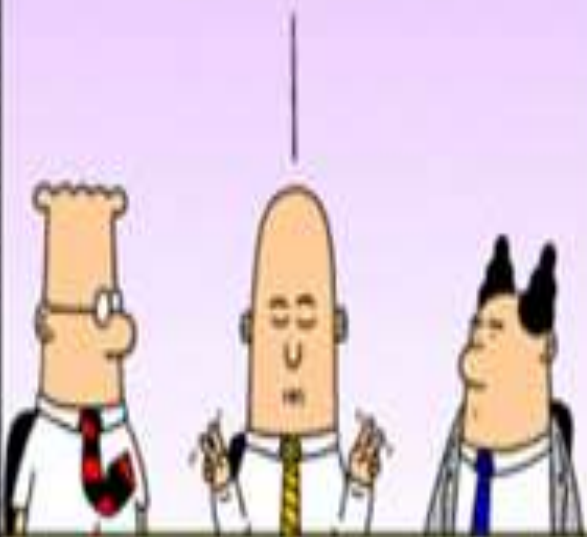
WHY AM I AFRAID
TO BE AUTHENTIC
AND SHOW
MY TRUE SELF ?

BEFORE I MAKE MY
DECISION, I'D LIKE
TO ASK FOR YOUR
OPINIONS.



Dilbert.com DilbertCartoonist@gmail.com

IT'S SUPPOSED
TO MAKE YOU
FEEL "ENGAGED."



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AND YOU
ACTUALLY
PLAN TO
LISTEN
TO US?

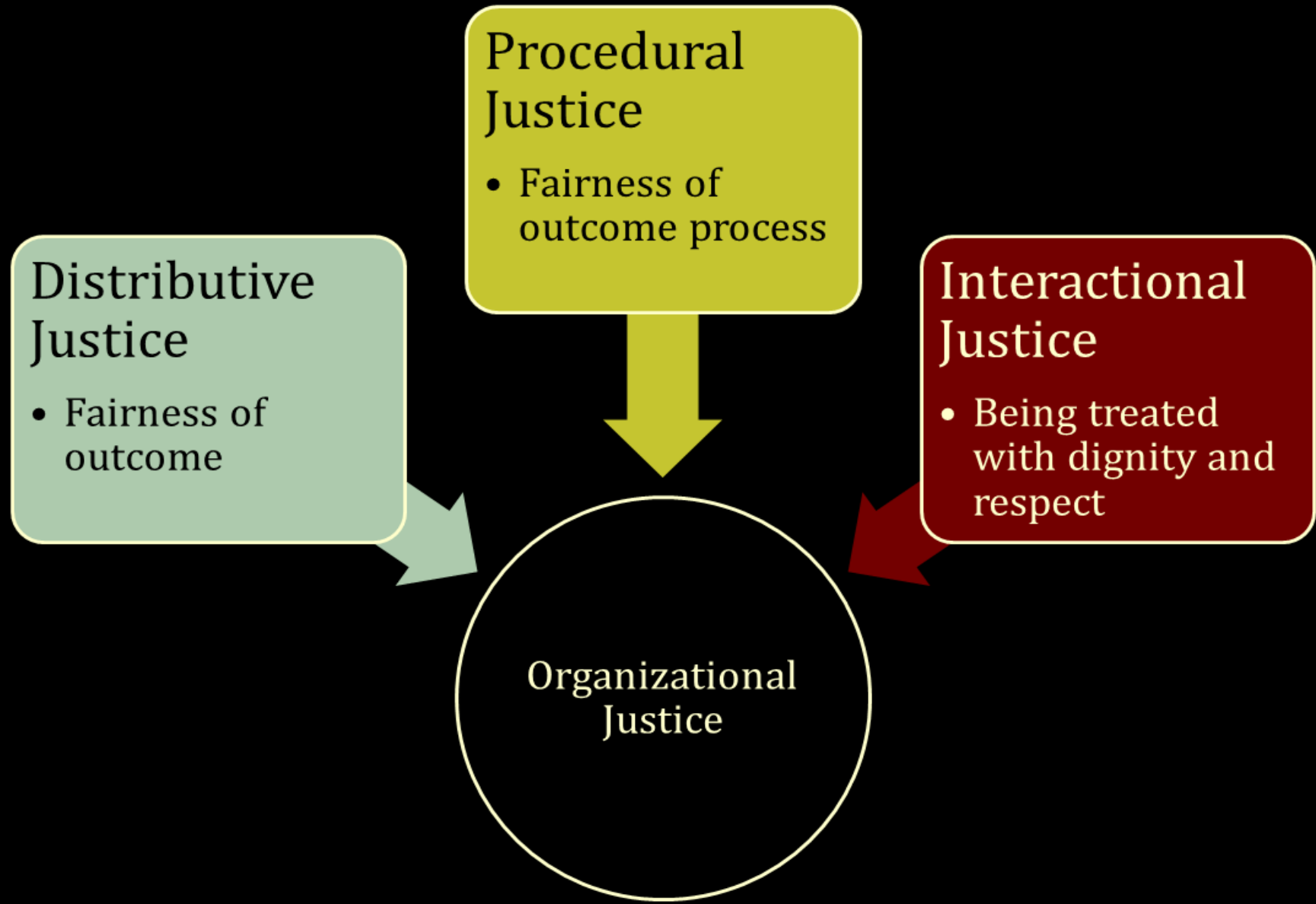
I'M HOPING
IT WILL
LOOK THAT
WAY ON THE
OUTSIDE.



“Deprived of meaningful work, men and women lose their meaning for existence; they go stark raving mad.”

Foydor Dostoevsky





Discussion

1. Current state analysis
2. Opportunities for quick wins
3. Future collaboration

“In this environment I feel that I am accepted for who I am, its not about race or gender, its about me as a person...you guys might not know this but I am trying to be open about it. I struggle with depression. There are things I need to do, like yoga, to manage it. If I don't have the flexibility to do it, there's a significant impact”

Australian police employee