Mind map

Psychosocial hazards at work: how to identify and manage them

What psychosocial hazards are

- Overload: workloads or deadlines that do not fit...
- Low control: little say over how and when tasks are done
- Unrealistic targets
- Conflict and harassment

What guidance and regulations expect

- There is no single global law
- In 2022, the World Health Organization published guidelines on...

Step by step for employers

- Get leadership commitment
- Identify the factors
- Assess and prioritize
- Plan actions: set measures with deadlines

Psychosocial hazards at work

The role of leadership

- Many psychosocial factors come from how people are managed: how...
- The WHO guidelines specifically recommend training managers to...

Common mistakes

- Relying only on one-off talks
- Running individual psychological tests
- Surveying without acting
- Leaving managers out

Frequently asked questions

1. What are psychosocial hazards at work?
2. Do employers have to manage psychosocial risks?
3. What does the WHO recommend for mental health at work?

Key takeaway

What psychosocial hazards at work are, what international guidance and regulations expect from employers and how leadership shapes these risks every day.

Author: **Vagner Soares**
vagnersoares.com.br