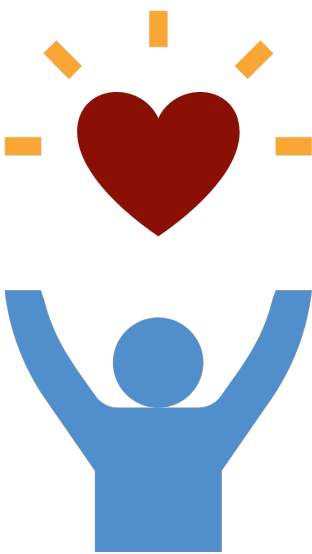


Feeling Good and Doing Well at Work: Are You Thriving?

What is thriving?

'If someone or something thrives , they do well and are successful , healthy , or strong' Thriving is related to your positive development. When you ask yourself "am I thriving?", think about your physical health, mental health (thoughts, reasoning and remembering), social behaviours and habits. Thriving is important because it can lead to stronger relationships, employment success, educational success, community contributions, wellness, and overall life satisfaction.



Health and thriving can be seen through things like:

- School involvement and success,
- Leadership,
- Helping others,
- Maintaining physical health,
- Delaying gratification (controlling impulses),
- Valuing diversity,
- Overcoming challenges...

When your values and efforts are connected, this can help you thrive. Other things that can help you thrive are being exposed to diversity, solidarity, having the opportunity to be heard, engagement, and leadership.

Psychological Safety at Work

Psychological safety at work is having the ability to think, feel, and act in ways that allows you to have an effective performance at work, in your personal life, and in general society.

You can ask yourself the following questions about your workplace and environment:

1. Do you feel supported?
2. Do you feel comfortable?
3. Is there an environment with clear boundaries, expectations and adult support?
4. Are you engaged actively in activities and decisions?
5. Do you feel like you need additional support?
6. How would you like to be involved?
7. Are skill-building opportunities present?



- 1** If most of the questions were answered positively, this is a good indicator that you feel valued and safe to be in that workplace.
- 2** If most of the questions were answered negatively, this can lead to you developing a low self-esteem (having less autonomy) and a low sense of belonging in your environment (not having a positive peer support network) which are two important factors for professional well-being.

This can be a risk to your psychological and physical safety so action should be taken.

Where to seek help with psychological safety at work:

You can talk to a trusted friend or family member, speak with someone at school like a teacher or guidance counsellor or ask your School Settlement Worker for support.

- The National Standard of Canada for Psychological Health and Safety in the Workplace
- Information: <https://mentalhealthcommission.ca/national-standard/>
- The Standard: https://www.mentalhealthcommission.ca/wp-content/uploads/drupal/2019-03/C4HC%20Toolkit_Asset%2036_ATP-HC_EN.pdf

Physical Safety at Work

Occupational Health and Safety Rights

The Occupational Health and Safety Act protects your rights to a safe and healthy workplace.

Under the Act you have four basic rights:

1. the right to participate in keeping your workplace safe
2. the right to know about health and safety hazards through the Workplace Hazardous Materials Information System (WHMIS)
3. the right to refuse work that you think is unsafe
4. the right to stop work

For more information on the Newcomers Guide to Canadian Workplace on regionalconnections.ca

