



For Employees Seeking Information, Resources, and Support

Workplace Psychological Hazards *are complex and confusing. I hope this helps.*

Welcome

If you are reading this “mini” guide, you may be questioning what has happened to you. Many people experiencing workplace psychological injury begin to doubt themselves, wonder if they are overreacting, or fear that speaking up will make things worse. These reactions are common. This guide is designed to help you reflect on your experience, learn about common workplace psychological hazards, and identify possible next steps. You may want to consider filling this out and bringing it to your physician, therapist, an elder, or trusted loved one.

Mini Self-Assessment

☐ Yes ☐ No Have you been repeatedly yelled at, humiliated, or intimidated? Notes:

☐ Yes ☐ No Have you been excluded, ignored, or given silent treatment? Notes:

☐ Yes ☐ No Has someone spread rumours, lied about you, or damaged your reputation? Notes:

☐ Yes ☐ No Has someone repeatedly sabotaged your work or taken credit for it? Notes:

☐ Yes ☐ No Have you experienced unreasonable workloads, impossible deadlines, or retaliation? Notes:

☐ Yes ☐ No Due to what you are experiencing, do you dread going to work or feel anxious before work? Notes:

☐ Yes ☐ No As a result, has your sleep, concentration, confidence, or health been affected? Notes:

☐ Yes ☐ No Have you begun questioning yourself or your memory, reactions, feeling, etc.? Notes:

Document for Yourself First

Whether or not you ever make a complaint, consider documenting important workplace events. Stress can affect memory, concentration, attention, and recall. Documentation is not just about making a complaint. It helps preserve your clarity, protect your memory, strengthen your confidence, identify patterns, and support informed decision-making. Record factual observations, dates, times, locations, who was present, and the impact on you.

Key Definitions

Workplace Psychological Harassment: A pattern of harmful behaviours directed toward an individual or group over time that may include humiliation, intimidation, exclusion, gaslighting, threats, degradation, or silencing, resulting in psychological harm.

Workplace Bullying: Repeated health-harming mistreatment involving verbal abuse, intimidation, humiliation, interference with work, or other persistent negative behaviours.

Mobbing: A group of people repeatedly targeting and isolating one individual through coordinated negative behaviour.

Lateral Violence: Repeated harmful behaviour occurring between peers or individuals of similar organizational status.

Gaslighting: Manipulating someone into doubting their perceptions, memory, or reality through denial, misinformation, or contradictory behaviour.

Microaggressions: Subtle verbal or non-verbal comments or behaviours that communicate bias or diminish another person, whether intentional or unintentional.

Psychological Safety: Confidence that people can participate, ask questions, raise concerns, and engage in difficult conversations without unnecessary psychological harm.

Retaliation: Adverse treatment because someone raised concerns, participated in a process, or exercised a workplace right.

Remember - recovery is possible. You may not be able to control the behaviour of others or the outcome of organizational processes, but you can take steps to protect your health, seek trauma-informed support, and make informed decisions. Choose your recovery, with or without justice. Let us help you put yourself first.

Need Additional Support? Trauma-informed consulting, coaching, education, and support for workplace psychological injury.

Contact Linda Crockett via email at LindaCrockettConsulting@gmail.com

This is just a sample. I have a great deal of information, tools, services, and options to share.