

# Mentally Healthy Work Development Programme

## Module 2 conversation starters

CHIEF EXECUTIVES/TIER 2 LEADERS  
WITH HEALTH & SAFETY, WELLBEING AND HR LEADS

**After viewing the Module 2 video: Managing Psychosocial Risk.**  
Programme participants to meet and apply key learnings tailoring to  
your organisational context.

*Consider if having a skilled facilitator present will assist in stimulating curious  
and courageous conversations, with productive outcomes.*

### Recommended conversation starters:

Does your organisation focus on the  
work or the workers?  
Is your organisation managing wellbeing  
proactively or reactively?

How does your organisation identify  
work-related psychosocial hazards?  
And how does it assess the risk of harm  
associated with those hazards?

What methods and measures do you use  
to assess control measure effectiveness?

Are you meeting your obligation to  
design work that is mentally healthy as  
well as physically safe?  
Are you getting after the opportunity  
that obligation creates?

What controls are used to eliminate  
or minimise key psychosocial risks?  
What assurance do you have those  
controls are sufficient to prevent harm  
and support kaimahi to thrive?

Are you satisfied with the way your  
organisation manages psychosocial risk,  
if not, what needs to change?

