

**INFORM.
ENGAGE.
EMPOWER.**

2025 April

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



Why Psychological Safety belongs at the center of Workplace Health and Safety



Monday, April 28 marks World Day for Safety and Health at Work, a global reminder of the importance of creating safe, healthy, and supportive environments for all employees.

Psychological safety isn't just a feel-good buzzword—it's a measurable driver of health, wellbeing, safety, and performance. **73 percent of employees who perceive their workplace as psychologically safe report improved mental wellbeing; 75 percent report enhanced morale.** Meanwhile, organizations that prioritize inclusive leadership and psychological safety see significant gains in engagement (**+64 percent**) and innovation (**+22 percent**).

The connection is clear: **when employees feel psychologically safe, they bring their best selves to work.** This not only results in better performance metrics for employers, but creates better, safer conditions for employees. When people feel empowered to show up authentically—bringing their truest, highest selves to work—they leave their exhausted, irritable, inattentive, apathetic, and accident-prone selves at the door.

Psychological safety also gives organizations a critical advantage in the race for talent. More than three-quarters of today's job seekers consider psychological safety, inclusivity, and belonging when evaluating potential employers—a figure that rises to 83 percent among Gen Z candidates, a fast-

growing yet elusive segment of the workforce. By intentionally fostering psychological safety, therefore, organizations can not only improve current working conditions but attract and retain the very individuals who will help sustain safer, healthier environments for the long term.

“Psychological safety is self-reinforcing,” argues **Gana Diagne, Chief Knowledge Officer at WPO.** *“When people feel secure, valued, and supported, they’re more likely to stay, more likely to thrive, more likely to innovate and collaborate, and more likely to create that same atmosphere for others. Safe workplaces start with secure individuals who model, protect, and pass that culture forward.”*

[Read more](#)

Transforming employee engagement through data-driven well-being insights

CENTER FOR ORGANIZATIONAL EFFECTIVENESS
POWERED BY WORKPLACE OPTIONS

■ WHAT IS THE COE?

A Strategic Approach to Wellbeing:

The COE combines **40+ years of expertise** with cutting-edge data analysis to proactively manage risk and build cultures of **psychological safety.**

— “ —

Employee wellbeing is no longer optional—it’s a strategic priority.”

Oliver Brecht,
VP of Enterprise Solutions

Introducing the **Center for Organizational Effectiveness (COE)**, Workplace Options’ new initiative designed to transform how organizations approach workplace wellbeing, employee engagement, and organizational resilience.

With **40+ years of expertise and 88 million lives under care**, the COE leverages billions of data points to deliver actionable insights and tailored strategies that help organizations foster cultures where psychological safety is prioritized, and every employee feels valued, heard, and supported.

From combating burnout to fostering inclusive leadership, the COE is dedicated to helping companies proactively manage risk, reduce stress, and cultivate empowered, high-performing teams.

The future of work is about creating workplaces where people and businesses can thrive together. With the COE, Workplace Options is helping to build that future—one company at a time.

How we can help

Most engagement solutions rely on static surveys and self-reported data, capturing only surface-level employee sentiment. These approaches fail to provide real-time, actionable insights or predictive indicators of engagement risks.

At WPO's Center for Organizational Effectiveness, we don't just measure engagement, we understand the real drivers behind it, thanks to millions of real-time, global well-being interactions across EAP, Work Life, and Coaching services.

This allows us to:

- **Uncover the hidden drivers of engagement** – Traditional surveys tell you what employees say; Our data tells you what they experience in real time.
- **Move from reaction to prediction** – Instead of reacting to disengagement, we predict and prevent it using early indicators of well-being decline.
- **Ensure measurable business Impact** – Engagement isn't a standalone metric; it directly influences productivity, retention, and performance. We connect well-being to business outcomes in a way that no competitor can.



■ THE PATH FORWARD

Leading the Future of Wellbeing:

The COE is at the forefront of helping companies build **thriving, resilient workplaces.**

By putting wellbeing at the heart of strategy, organizations can build a future where people and business succeed together.

Join us in putting **wellbeing first** – one company at a time.

[Follow the COE on LinkedIn](#)
[Learn more about the COE](#)

LATEST RESOURCES

Interview with Child and Adolescent Care Clinical Expert, Dr. Jasmeen Kaur Malhotra

One in seven. That's how many children worldwide are living with mental health disorders.

Each year, millions of children and adolescents struggle with their emotional wellbeing—while parents and families often face barriers to accessing the support they need. The result? Research shows that at least one in five children who need help fail to receive it.

The WPO **Child and Family Wellbeing** program is working to change that.

Combining counseling, coaching, and case management, the program offers comprehensive support that helps to streamline access to essential care—ensuring families receive the timely, expert guidance they need to navigate pivotal challenges such as:

- Supporting children with anxiety or depression
- Securing pediatric and parental counseling
- Finding specialists for mood and behavioral disorders & more...

In a new episode of Wellbeing at Work, a **Workplace Options Podcast**, **Alexandria Bartels**, Senior Sales Consultant at WPO, is joined by **Dr. Jasmeen Kaur Malhotra, Director of Child & Adolescent Clinical Care**, to explore how this program is transforming lives—helping families not only manage day-to-day challenges but truly thrive.



BUILDING RESILIENT FAMILIES

WITH **ALEXANDRIA BARTELS**, SENIOR SALES CONSULTANT, AND **DR. JASMEEN KAUR MALHOTRA**, DIRECTOR OF CHILD & ADOLESCENT CLINICAL CARE AT WORKPLACE OPTIONS

WORKPLACE OPTIONS

WELLBEING AT WORK
A Workplace Options Podcast

[Tune in to hear their insightful conversation](#)
[Learn more about the WPO Child and Family Wellbeing program](#)

Healthy Beginnings, Brighter Tomorrows: Supporting Parents, Caregivers, and Their Children

Investing in the wellbeing of parents and caregivers directly supports healthier childhood development and long-term societal health. Parents face mental, emotional, and logistical challenges when navigating work and caregiving. Employers can support families of caregivers by providing mental health resources, flexible leave policies, and childcare support.

By addressing caregiver stress and offering holistic support, organizations can help families, and the workforce thrive.

[Workplace wellbeing starts with parents' wellbeing. Read more](#)

WPO in the News

Rethinking Workplace Reintegration for Employees Coping with Cancer Diagnosis

When someone at work is coping with a cancer diagnosis, recovery extends far beyond the hospital doors—and into the heart of the workplace. With one in five people globally facing cancer in their lifetime, and nearly half of those diagnoses impacting working-age individuals, the UAE's employers are facing a critical choice: Will they be ready to welcome survivors back with dignity, flexibility, and support?

In this thought leadership article, **WPO Clinical Psychologist Yara Maria Kamel** shares her insight about what reintegration really looks like for cancer survivors in the UAE—offering her expertise in policies, practices, and purpose-driven strategies that help employees heal while rebuilding their professional lives.

[Thriving after cancer: How UAE workplaces can empower survivors in Middle East Health](#)

Thriving after cancer: How UAE workplaces can empower survivors
 — Middle East Health —

WORKPLACE OPTIONS

REDEFINING THE RETURN TO WORK: HELPING CANCER SURVIVORS THRIVE

Programs like **Return to Work: Cancer Care Compass** show how the right support can turn a cancer diagnosis from a career setback into a new beginning. **Businesses have a powerful opportunity to lead with reintegration strategies that help employees not just return—but truly thrive at work.**

By applying vocational rehabilitation principles and implementing gradual reintegration plans, flexible work policies, and comprehensive wellness programs, **companies can build inclusive environments that empower survivors to rebuild their careers and achieve long-term success.**

Yara Maria Kamel,
 Clinical Psychologist & Clinical
 Success Coach at WPO

Why Listening Is the New Leadership Imperative

WPO's **Center for Organizational Effectiveness** latest **Psychological Safety Study** uncovered an uncomfortable truth: across 18 countries, rising concerns about workplace stress, conflicts at work, and performance issues are draining employees' sense of psychological safety—tarnishing trust, eroding engagement and fueling burned out from the C-suite to the front lines.

The solution starts with open, two-way communication. "*Actually take the time to listen, take the time to articulate the strategy and the vision, and then engage employees in how collaboratively you can work to build towards that vision,*" said **WPO CEO and President Alan King** in an interview with **HRD Australia**.

The story explores why communication is not only delivering messages—it is creating authentic conversations that lead to real change. The article explains how employers can move from performative policies to purposeful dialogue, helping employees feel heard, supported, and safe enough to bring their best to work.

Open communication key to addressing persisting concerns about psychological safety: expert in HRD Australia

New Resource from WPO's Center for Organizational Effectiveness Outlines Psychosocial Risk Regulations Across 68 countries

As international awareness of employee mental health reaches new heights, governments are rapidly implementing policies that make psychosocial risk management a legal and ethical priority. To support multinational employers in navigating this complex and changing landscape, the **Center for Organizational Effectiveness (COE) at Workplace Options (WPO)** developed the Psychosocial Risk Compliance—a first-of-its-kind global inventory and synopsis of requirements offering clarity, insights, and strategic direction.

Spanning **68 countries**, the document maps out the latest regulations, compliance requirements, and risk mitigation frameworks organizations need to know—empowering HR leaders, risk officers, and senior executives to proactively protect their people and meet rising global standards.

"Psychological safety isn't just a moral imperative—it's a business imperative," said Alan King, President and CEO of Workplace Options. "We created this resource so that leaders have the insights to move beyond compliance to build cultures where every employee's wellbeing drives performance, retention, and resilience."

The One Thing Every Generation Needs at Work: Psychological Safety

As psychosocial risks—including burnout, workplace stress, bullying, and harassment—rise globally, legislation is following suit. Countries such as Australia, Canada, France, and Japan are already enforcing specific standards, and others are quickly catching up.

Understanding and responding to these laws enables organizations to:

- Identify and manage workplace psychosocial risks
- Embed mental health and wellbeing into business strategy and action items
- Train managers to recognize and address early warning signs
- Protect employees and reduce the costs of non-compliance

[Read the press release](#)**Supporting the Return to Work After Cancer: Inside the Cancer Care Compass Program**

Workplace Options' **Senior Global Consultant, [Christian Mainguy](#)**, shares insights into the origin of the **Cancer Care Compass Program** and how it supports employees in returning to work after a cancer diagnosis.

**[Watch the video](#)**

Thanks for reading.

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Have a topic suggestion or feedback? [Email](#) us today !