

**INFORM.
ENGAGE.
EMPOWER.**

2025 March

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



Assessing Workplace Wellbeing with the Center for Organizational Effectiveness' Psychosocial Risk Screener

In today's fast-paced work environments, psychosocial hazards pose significant risks to employee wellbeing and productivity. These hazards, which include stress, harassment, social isolation, and violence, can have profound impacts on mental health and overall job satisfaction. To address these challenges effectively, Workplace Options' Center for Organizational Effectiveness has developed the Global Psychosocial Risk Screener, a cutting-edge tool designed to help organizations identify and mitigate psychosocial risks proactively.

How to Use the Psychosocial Risk Screener

This tool serves as an initial step in understanding your organization's psychosocial risk profile. Following the assessment, our team can support you in implementing necessary changes to enhance employee safety and compliance with local regulations.

Take the Assessment

Global Recognition for the Center for Organizational Effectiveness

Our innovative approach to addressing psychosocial hazards has garnered significant global attention. This recognition underscores the Center for Organizational Effectiveness's commitment to helping organizations prioritize employee wellbeing and create healthier work environments.

Browse global press highlights here:

Canadian Occupational Safety

[New tool to identify workplace psychosocial hazards | Canadian Occupational Safety](#)

OHS Canada

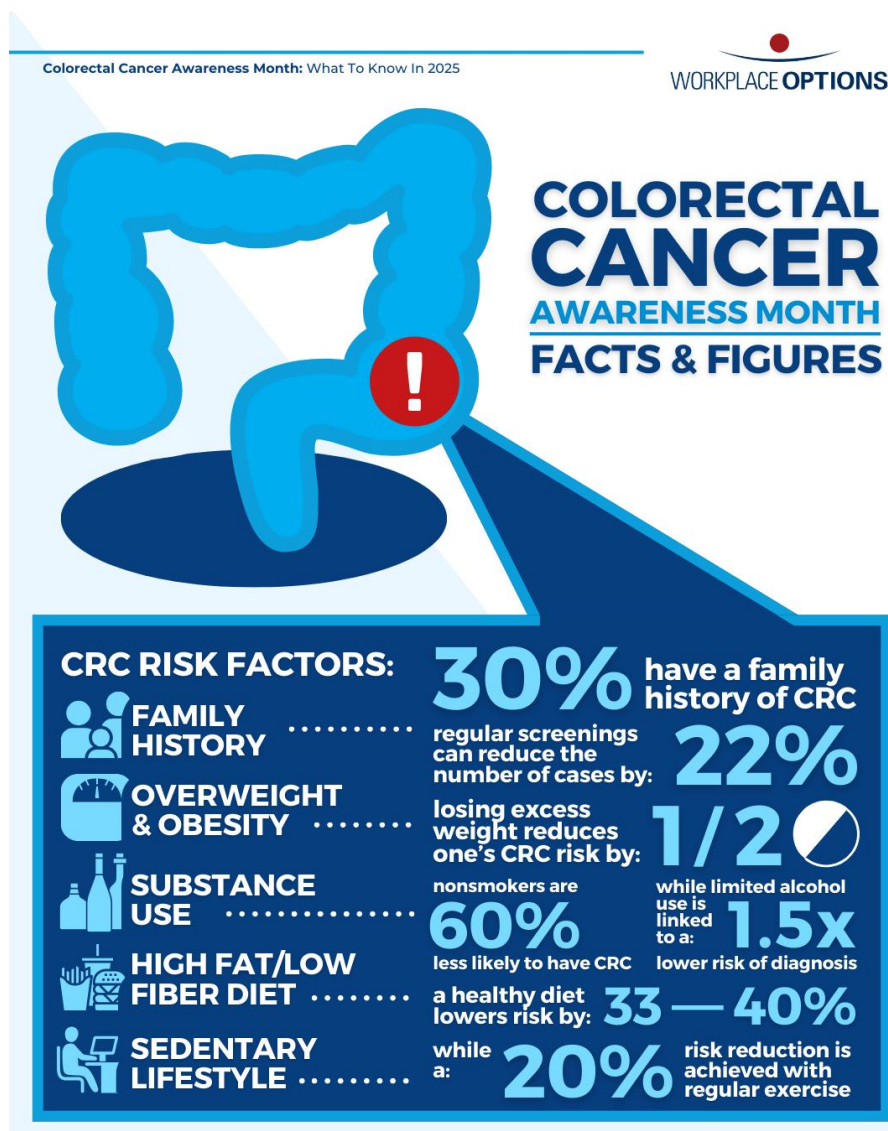
[Workplace Options launches global psychosocial risk screener | OHS Canada Magazine](#)

Talent Canada

[Workplace Options' latest white paper provides tips to foster cultures of respect and resilience | Talent Canada](#)

Supporting Your Employees During Colorectal Cancer Awareness Month: A Proactive Approach to Cancer Care

March is Colorectal Cancer Awareness Month, a time to raise awareness about the importance of colorectal cancer prevention, early detection, and treatment. Colorectal cancer is one of the most common and preventable cancers, and early detection significantly improves survival rates. This month serves as a reminder of how crucial it is for employers to play an active role in cancer prevention and to support employees affected by cancer, including those diagnosed with colorectal cancer.



By fostering a culture of awareness and encouraging proactive health measures in the workplace, employers can help employees detect cancer early, reduce risk factors, and support colleagues who may be dealing with the challenges of cancer treatment. In addition to the health benefits, addressing colorectal cancer prevention and support leads to reduced healthcare costs, improved productivity, and a positive, inclusive work culture.

Workplace Options offers a Return to Work - Cancer Care Compass program, designed to assist employees in navigating the challenges of cancer recovery and their return to work. The program provides holistic support, addressing the physical, psychological, and professional aspects of recovery.

Colorectal Cancer Awareness Month: What To Know In 2025



SUPPORT CRC SURVIVORS AT WORK WITH:
RETURN TO WORK:
CANCER CARE COMPASS



“Your path to healing and balance, so you can thrive.”

EMOTIONAL SUPPORT:

Ongoing counseling, combined with mindfulness sessions, help survivors:

- Navigate the psychological challenges of life after cancer
- Develop healthy coping strategies
- Cultivate greater resilience
- Effectively manage stress

VOCATIONAL COACHING:

Targeted occupational reintegration coaching sessions designed to:

- Help survivors set achievable goals
- Offer a structure of accountability
- Offer continuous motivation and encouragement

MANAGER SUPPORT:

Access to unlimited consultations and a specialized toolkit help managers:

- Create effective transition plans
- Adjust workloads or job positions
- Collaborate with teams
- Provide satisfactory support



← **SCAN NOW TO LEARN MORE**
 OR
VISIT

[www.workplaceoptions.com/
 wellbeing_solutions/cancer-care-compass](http://www.workplaceoptions.com/wellbeing_solutions/cancer-care-compass)

& discover how the Return to Work: Cancer Care Compass program supports colorectal cancer survivors return to work.

By offering this program, employers not only support employees with cancer but also actively encourage preventive care, such as promoting regular screenings for colorectal cancer. Encouraging employees to engage in early detection and preventive measures helps reduce overall healthcare costs, increases productivity, and supports long-term employee health.

Get in touch with us to learn how our Return to Work - Cancer Care Compass program can be implemented globally or regionally to fit your organization’s needs.

Linking Workplace Psychosocial Risk & Psychological Safety: A Senior Leaders' Workshop



Workplace Options, in collaboration with the International Institute of Risk & Safety Management recently hosted a virtual workshop on Linking Psychological Safety and Psychosocial Risk. **The session is now available on-demand for all leaders.**

Organizational leaders who commit to creating psychologically safe workplaces help to manage psychosocial risks as well as foster resilient and thriving work teams. In this workshop, participants will explore frameworks to identify risk factors and implement strategies that drive positive cultural transformation in the workplace.

Learning Objectives

- Understand the interdependence between psychological safety & psychosocial risk.
- Leverage learnings from global studies that identify workplace concerns affecting risk and psychological safety.
- Recognize risk factors that detract from psychological safety.
- Identify best practices to enhance psychological safety and increase engagement in the organization.

Workshop Presenters

Andrew Maher, Director of Clinical Services, Europe, Workplace Options
Jonathan Gawthrop, Executive Director, Safety Quality & Risk EMCOR UK

[Access the On-Demand Webinar](#)

LATEST RESOURCES:

Spotlight on Psychological Safety in the Workplace

WORKPLACE OPTIONS

**WPO PSYCHOLOGICAL SAFETY STUDY:
CLINICIAN-BASED INSIGHTS FOR DRIVING ENGAGEMENT**

GREGORY NG
CEO of Blazer



BOB BATCHELOR
VP of Global Marketing
& Communications

**THE PATH
UNCUT**
With Gregory Ng

Creating Cultures of Trust,
Psychological Safety, & Leadership
With Bob Batchelor

41:15 - 1:17:34

AVAILABLE TO
STREAM ON:

   **YouTube**

Psychological safety isn't just about managing perceptions, it's about addressing systemic problems at their core. While most workplace surveys capture moment-in-time emotions, which can change day to day, real psychological safety demands that leaders go deeper uncovering the psychosocial risks that undermine employee experiences.

With the WPO Psychological Safety Study, leaders gain access to localized, clinician-based insights that bring to light what's truly impacting their employees.

Explore the findings

Listen to the full podcast hosted by Blazer's Gregory Ng for more insights from **Bob Batchelor**, PhD, VP of Global Marketing & Communications at WPO.

Empowering Women to Take Charge of Their Mental Health

In the workplace, a lack of support or accommodations for women's health challenges like menopause compounded by widespread silence around women's natural bodily processes prevent many women from reaching their full potential in the workplace and beyond.

But with solutions like **WPO's Wellness Coaching program** women can receive the support they need to effectively manage symptoms, advocate for the accommodations they need, and thrive at the height of their careers.

"At Workplace Options, we wholeheartedly believe that everyone should feel comfortable coming to work as their authentic selves," **Kay Price**, EAP Counsellor at WPO (KLP Counselling) asserts. With support from WPO's #ICF-credentialed wellness coaches, women can address the emotional, physical, and practical challenges they face to stay engaged, confident, and empowered in their professional and personal lives.

International Women's Day 2025

WORKPLACE **OPTIONS**

EMPOWERING WOMEN TO TAKE CHARGE OF THEIR MENTAL HEALTH

Kay Price
EAP Counsellor



International Women's Day seeks to empower women to take charge of their health. Menopause is a natural stage that every woman experiences, but each journey is unique. Hormonal changes can greatly affect daily life, leading to symptoms such as losing your train of thought, pausing mid-sentence in conversations, or needing to take time from work. **With support from WPO's Wellness Coaching program, women can enhance their understanding of the changes their bodies go through and build sustainable self-care habits.**

Read the article to learn more

Reintegrating Cancer Survivors in the Workforce

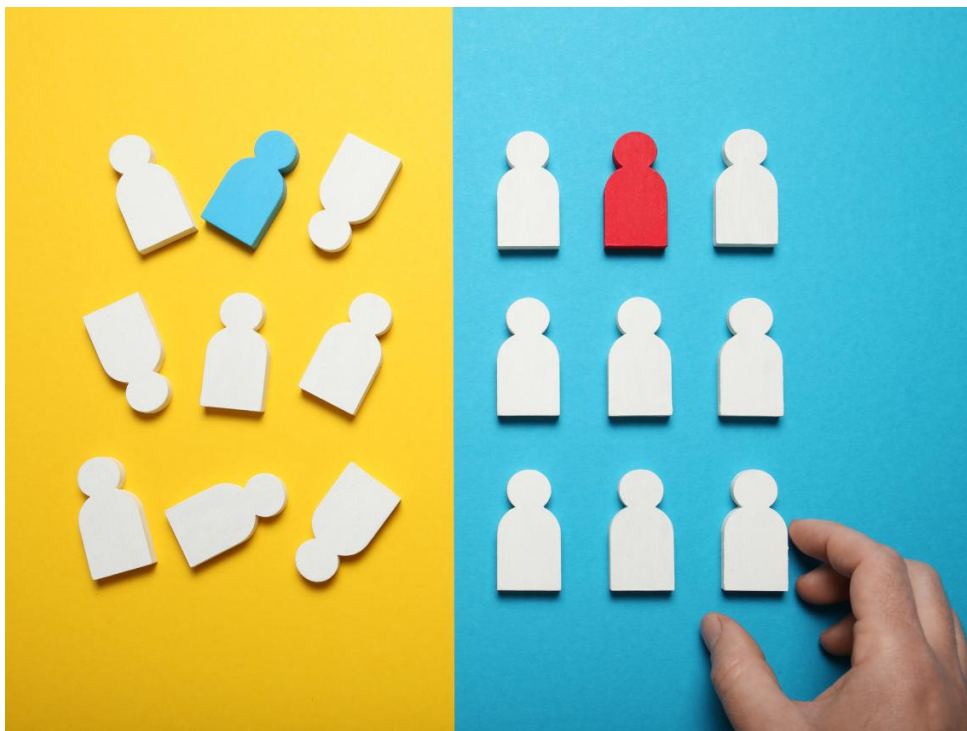
Returning to work after a cancer diagnosis or treatment is more than just a physical challenge. It involves emotional and psychological hurdles as well.

"The real challenge is that there is this whole emotional health and practical side of things that often gets overlooked," said **Alan King**, President and CEO, Workplace Options. *"When someone comes out of a treatment program, especially as they're trying to integrate back into work, no one knows what to say, no one knows how to respond to that. Do I say, 'Welcome back'? Do I say, 'I'm sorry'? Do I even talk about the fact that you had cancer, or do I ignore it?"* King said. *"Silence is worse than saying the wrong thing."*

Alan King spoke to **BPM** this month about why many return-to-work programs fail to address the full complexity of reintegration. King shares how the Workplace Options **Cancer Care Compass Program** was designed to change that.

[Read more](#)

Workplace Options Launches the Center for Organizational Effectiveness to Transform Employee Engagement, Advance Psychological Safety, and Build Resilient Teams Worldwide



As workplaces undergo rapid transformation, organizations must prioritize employee well-being and engagement to stay competitive. To help businesses create environments where employees feel supported, empowered, and equipped to perform at their best, Workplace Options (WPO) introduces the Center for Organizational Effectiveness, a global consulting and thought leadership hub dedicated to integrating real-time well-being insights into workplace strategy.

Backed by millions of well-being interactions across WPO's EAP and Work Life services, the Center provides data-driven, proactive solutions for today's most pressing workplace challenges, including employee engagement, psychological safety, psychosocial risk management, change management, and inclusive leadership. By bridging the gap between business strategy and human experience, the COE is redefining how organizations foster engagement, resilience, and long-term success at the global scale with local expertise.

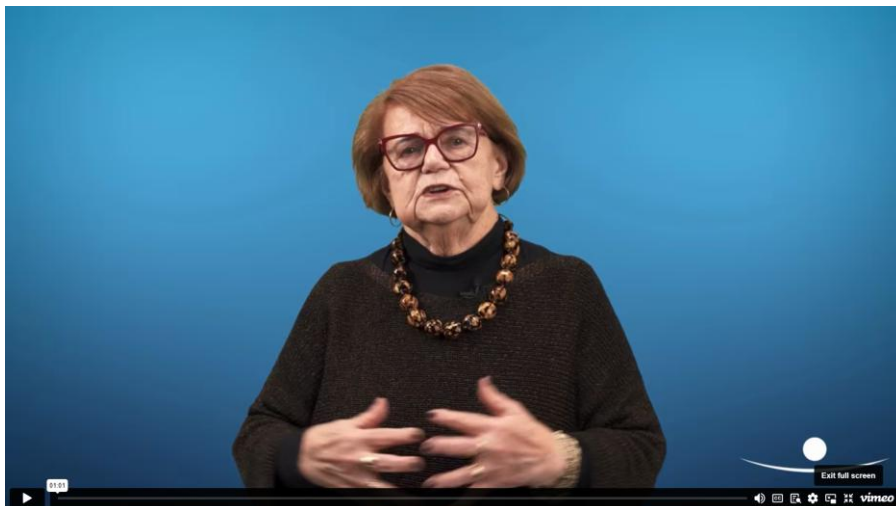
"Organizational success is built on the foundation of people-first leadership," said **Alan King**, President and CEO, Workplace Options. *"We created the Center for Organizational Effectiveness to bridge the gap between business strategy and employee experience, empowering organizations to achieve meaningful change and measurable results."*

[Read more](#)

Supporting 127,000 Clients Across Diverse Industries

Workplace Options partners with a wide range of industries, including finance, oil and gas, pharmaceuticals, logistics, and construction, to help organizations address psychosocial risks and enhance employee well-being. With a global presence, WPO tailors its approach to meet the unique needs of different industries and locations worldwide. Learn how we support 127,000 clients in fostering healthier workplaces.

[Watch the video](#)



Thanks for reading.

Want more? Sign up to [join our newsletter](#).

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