

RECOGNISING PSYCHOLOGICAL IMPACTS OF WORKPLACE VIOLENCE & AGGRESSION

Challenging workplace interactions of all types, degrees or frequencies can take a toll on wellbeing causing an employee's bucket to overflow; it's important to be proactive in recognising and responding to potential distress.



PRACTICAL WELLBEING SUPPORT:

- Follow **Response Management Protocol**.
- Prioritise employee's sense of safety and offer defusing.
- Familiarise yourself with internal and external support avenues.
- Check-in regularly.
- Validate employee feelings and experiences.
- Offer supports and work adjustments as required.
- Provide an opportunity for a short break to complete selfcare strategies.
- Encourage and assist with reporting.
- Provide information about professional supports.
- Validate mental health days as sick leave.

ALLIANZ WORKPLACE
MENTAL HEALTH HUB

