



Part of:
Black Dog
Institute

MindFit

for Work

A Mental Fitness Coaching Program
for Australian Workplaces

PSYCHOSOCIAL HAZARDS

Understanding psychosocial hazards and risks

“Every job involves some psychosocial hazards that arise from the design, management, environment, plant or interactions that increase the risk of work-related stress and can harm people’s mental and physical health,” - Dr Paige Williams, co-founder of The Leaders Lab.

Psychosocial hazards are a normal part of modern work. They can show up through workload, role clarity, leadership behaviours, workplace relationships and how change is managed.

Many people experience periods of high stress or overwhelm at work. With one in six working-age individuals experiencing mental illness, and many more managing ongoing stress or burnout, psychosocial risk has become a key organisational issue – not just an individual one.

At the Danny Frawley Centre, MindFit for Work focuses on building mental fitness: practical skills that support self-awareness, emotional regulation, effective thinking, healthy habits and constructive interactions at work.

Because psychosocial hazards are often subjective and dynamic, they can feel difficult to address systematically.

Understanding how they arise – and the role leaders play in shaping everyday work experiences – is a critical first step in reducing risk and strengthening culture.



SuperFriend, a leading Australian not-for-profit organisation that is committed to making a positive impact to mental health outcomes in the workplace through their research and advocacy, describe psychosocial hazards as “the aspects of work that have the potential to cause people psychological harm”.

Understanding psychosocial hazards and risks

Hazards will always exist, but they become a risk when they aren't managed or controlled. The top 9 psychosocial hazards identified in SuperFriend's 2023 annual report are:

Top 9 psychological hazards	Hazard description
Recognition	Refers to whether people are rewarded and recognised for their achievements at work
Change Management	Is the degree to which there is clear communication, consultation, or effective processes during workplace changes
Workload	Looks at whether workload is appropriate (neither too low nor too high), balanced, and there is access to flexible working arrangements
Job Control	Is the amount of control workers have over decisions relating to how their work is performed
Traumatic Events	Covers the extent to which support is available if violence or trauma is experienced at work
Role Clarity	Is about the understanding workers have of their work tasks, responsibilities, and the expectations on them
Management Support	Is the assistance or guidance that leaders provide to workers
Environment	Measures how physically safe the working environment is
Relationships and Fairness	Describes whether there is fair access to opportunities and processes, conflict and inappropriate behaviour is minimised, and whether there are positive relationships in the workplace

Psychosocial hazards exist in all workplaces. They are not a sign that something has gone wrong; they are a normal part of how work is designed, managed and experienced.

Our facilitated workshops support workplaces to explore practical mitigation strategies that leaders can apply in day-to-day work, aligned with modern workplace obligations and organisational culture.

In the workshop, participants:

- explore common psychosocial hazards in a workplace context
- identify practical, leadership-led mitigation strategies
- strengthen shared language around risk and responsibility
- consider how everyday behaviours influence team experience

Delivered by MindFit for Work at the Danny Frawley Centre, this approach focuses on building mental fitness through preventative, skills-based learning – not mental health treatment.

If you're considering how to approach psychosocial hazard mitigation in your workplace, we can talk through whether this workshop is appropriate for your context.

[Explore practical mitigation strategies through a facilitated workshop](#)



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