Psychological risk assessment

IN SEVEN STEPS · SECTION 5(3) NO. 6 ARBSCHG

1. **Define activities and areas**
   Which workplaces are considered?
2. **Identify psychological stress**
   Surveys, observation, workshops
3. **Assess the stress**
   Where is action needed?
4. **Develop and implement measures**
   Focus on working conditions first
5. **Check effectiveness**
   Has anything improved?
6. **Update**
   When things change and regularly
7. **Document**
   Results, measures, reviews

Four areas (GDA)

Work content and tasks
Autonomy, emotional demands

Work organization
Working hours, workload, time

Social relationships
Team, leadership, conflicts

Work environment
Noise, light, space, equipment

+ new forms of work (e.g. remote work)

PRINCIPLE

What is assessed is the work,
not the person.