

CONSCIOUS WORKS CONSULT LTD

Psychosocial Risk Signal Check

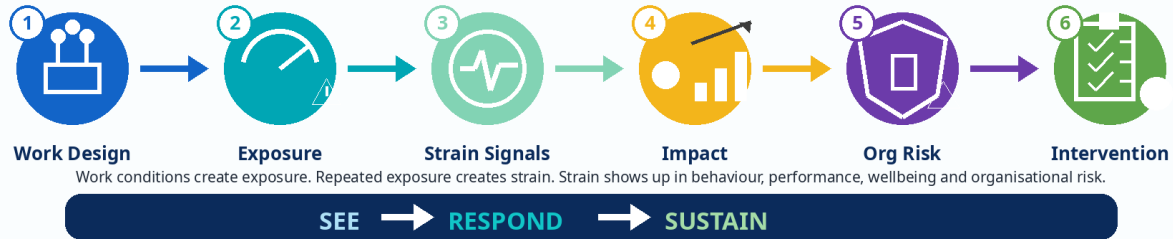
A first-level workplace self-audit for spotting early strain signals

Use this tool to quickly identify whether workplace stress, conflict, burnout, bullying, absenteeism, or manager overwhelm may be signalling deeper psychosocial risk.

Complete in approximately 7-10 minutes. This is a visibility tool, not a full risk assessment, legal audit, or clinical mental health tool.

How Psychosocial Risk Builds

A simple view of how hidden workplace strain becomes organisational risk



Conscious Works | Making psychosocial risk visible - and actionable

Who This Tool Is For

Designed for leaders, HR teams, managers, boards, founders, wellbeing leads and consultants who want a simple first-level way to spot risk signals before they escalate into harm, performance issues, conflict or compliance exposure.

The Conscious Works Philosophy

Workplace strain is not just a personal weakness problem. It is a signal to examine how work is designed, how people are led, how safe it is to speak up and how quickly the organization responds. See the signals. Respond with care. Sustain healthier systems.

How to Use This Tool

- Answer each question with YES or NO.
- Give yourself 1 point for every YES.
- Add your total score and review the risk signal level.
- Book a complimentary 15-minute Risk Signal Review with Conscious Works to interpret your score and identify your next best step.

Important: This tool is designed for early visibility. It does not replace a structured psychosocial risk assessment, investigation, counselling, legal advice, or formal compliance review.

THE 20-Question Signal Check

Tick YES where the statement is visibly true or frequently reported. Each YES = 1 point.

Area	Signal statement	YES	NO
A. Workload & Work Design	1. Employees regularly work beyond normal hours to complete work.	<input type="checkbox"/>	<input type="checkbox"/>
	2. Deadlines are often urgent, unclear or constantly changing.	<input type="checkbox"/>	<input type="checkbox"/>
	3. Some teams or roles carry visibly heavier workloads than others.	<input type="checkbox"/>	<input type="checkbox"/>
	4. Employees struggle to take breaks, leave or disconnect from work.	<input type="checkbox"/>	<input type="checkbox"/>
B. Leadership & Management Behaviour	5. Managers struggle with the skills or safety required to host difficult, high-strain conversations.	<input type="checkbox"/>	<input type="checkbox"/>
	6. Some managers are known for shouting, intimidation, humiliation or aggressive communication.	<input type="checkbox"/>	<input type="checkbox"/>
	7. Toxic high performers are tolerated because they "deliver results".	<input type="checkbox"/>	<input type="checkbox"/>
	8. Employees often receive conflicting instructions from different leaders.	<input type="checkbox"/>	<input type="checkbox"/>
C. Role Clarity & Control	9. Employees are unclear about what is expected of them.	<input type="checkbox"/>	<input type="checkbox"/>
	10. Teams lack autonomy to organize or adjust how they carry out daily work.	<input type="checkbox"/>	<input type="checkbox"/>
	11. Responsibilities are added without adjusting priorities or workload.	<input type="checkbox"/>	<input type="checkbox"/>
	12. Employees are blamed for outcomes they had little control over.	<input type="checkbox"/>	<input type="checkbox"/>
D. Culture, Bullying & Psychological Safety	13. There is no trusted, formalized response pathway for bullying or disrespect.	<input type="checkbox"/>	<input type="checkbox"/>
	14. The culture is described as low-trust, tense or draining.	<input type="checkbox"/>	<input type="checkbox"/>
	15. Employees are reluctant to report stress, conflict or mental health concerns.	<input type="checkbox"/>	<input type="checkbox"/>
	16. WhatsApp groups, emails or after-hours communication create pressure or hostility.	<input type="checkbox"/>	<input type="checkbox"/>
E. Warning Data & Early Indicators	17. Absenteeism, sick leave, lateness, turnover or disengagement has increased recently.	<input type="checkbox"/>	<input type="checkbox"/>
	18. Grievances, conflicts, complaints or disciplinary issues are becoming more common.	<input type="checkbox"/>	<input type="checkbox"/>
	19. Managers' report overwhelm, emotional exhaustion or difficulty supporting teams.	<input type="checkbox"/>	<input type="checkbox"/>
	20. Wellness efforts happen without clear data on the real causes of strain.	<input type="checkbox"/>	<input type="checkbox"/>

Scoring Guide

Total YES answers: _____ / 20

Score	Signal level	What it means	Priority response
0-4	Low visible signal	Few immediate warning signs. Continue monitoring workload, culture, reporting patterns and employee feedback.	Maintain awareness
5-8	Emerging signal	Early signs of strain are present. Review the areas with YES answers and address the top 2 issues first.	Act early
9-13	Moderate signal	Psychosocial risk may already be affecting performance, culture, communication or wellbeing. A deeper review is recommended.	Investigate & prioritize controls
14-20	High signal	There may be significant unmanaged psychosocial risk. Escalate to senior leadership and begin a structured assessment process.	Escalate & structure response

Risk Pattern Insight

Your total score shows the overall level of visible psychosocial risk. Your highest YES section shows where the strain may be coming from.

<p>A. Workload & Work Design Pressure, role overload, unrealistic deadlines, poor work planning or unsustainable work patterns.</p>	<p>B. Leadership & Management Behaviour Management strain, harmful communication, poor conflict handling or leadership behaviours that increase psychological risk.</p>
<p>C. Role Clarity & Control Unclear expectations, low autonomy, conflicting responsibilities or accountability without control.</p>	<p>D. Culture, Bullying & Psychological Safety Low trust, fear of speaking up, unresolved bullying or harassment concerns, or weak reporting pathways.</p>
<p>E. Warning Data & Early Indicators Strain already showing through absenteeism, turnover, conflict, disengagement, complaints or manager overwhelm.</p>	
<p>Why the pattern matters: Psychosocial risk is rarely caused by one incident. It usually builds where work design, leadership behaviour, culture and warning data begin pointing in the same direction.</p>	

Quick Reflection

1. Which section had the highest number of YES answers?

2. What is the one issue that, if left unaddressed, could create the most harm or disruption?

3. What practical action can be taken in the next 30 days?

From Score To Action

SEE	RESPOND	SUSTAIN
Identify the strongest risk signals from your score pattern and insight.	Prioritize the top 1-2 issues that could cause the most harm, disruption or exposure if ignored.	Move beyond one-off wellness activities by strengthening work design, leadership practices, reporting pathways and ongoing monitoring.

Your score is not the finish line. It is the starting point for a more informed conversation.

Book Your 15-Minute Risk Signal Review

Psychosocial risks rarely begin as crises – they begin as patterns.

After completing this tool, book a short review with Conscious Works to interpret your score, clarify your risk pattern and identify your next best step.

Website: www.consciousworks.co.ke Email: admin@consciousworks.co.ke

Source note: Psychosocial Risk Signal Check, Version 1.0.

This first-level self-audit is informed by the Draft Code of Practice for Psychosocial Hazard Management in the Workplace, including its emphasis on hazard identification, risk audits, staff surveys, reporting channels, risk registers, support services, and monitoring.