Mental-Health Matters: Psychological Safety & Its Link to Physical Safety Stats and Facts

FACTS

- **Fatigue and Cognitive Overload:** Mental fatigue reduces attention, slows reaction time, and increases the likelihood of errors and incidents during routine tasks.
- **Stress and Distraction:** High stress levels can impair focus and decision-making, leading to missed hazards and unsafe actions.
- **Poor Communication Climate:** Workers who feel unsafe speaking up may not report hazards, near misses, or unsafe conditions in time to prevent incidents.
- **Burnout and Reduced Vigilance:** Chronic stress and burnout lower situational awareness and increase the risk of mistakes in high-risk environments.
- **Workplace Harassment and Conflict:** Psychological strain from conflict or harassment can distract workers and contribute to unsafe behaviors or reduced concentration.
- **Lack of Psychological Safety:** When workers fear blame or retaliation, critical safety concerns may go unreported, increasing exposure to hazards.
- **Impaired Decision-Making:** Anxiety, stress, or emotional distress can affect judgment, increasing the chance of unsafe choices during critical tasks.

STATS

- In the United States, **over 120,000 workplace injuries annually are linked to fatigue or reduced alertness**, highlighting the impact of mental strain on physical safety

(National Safety Council, recent estimates).

- U.S. data shows that **workers experiencing high levels of stress are significantly more likely to be involved in workplace incidents and injuries**, according to occupational safety studies (NSC and CDC, 2021–2023).
- In Canada, **mental health-related claims account for a growing portion of lost-time workplace claims**, reflecting the impact of psychological strain on worker safety and performance (Association of Workers' Compensation Boards of Canada, recent years).
- U.S. research indicates that **fatigue contributes to a substantial percentage of serious workplace incidents**, particularly in safety-sensitive roles (National Safety Council, 2021–2023).
- In Canada, workplace data shows that **stress and psychological factors are linked to increased absenteeism and incident rates**, affecting overall safety performance (AWCBC, recent reporting).