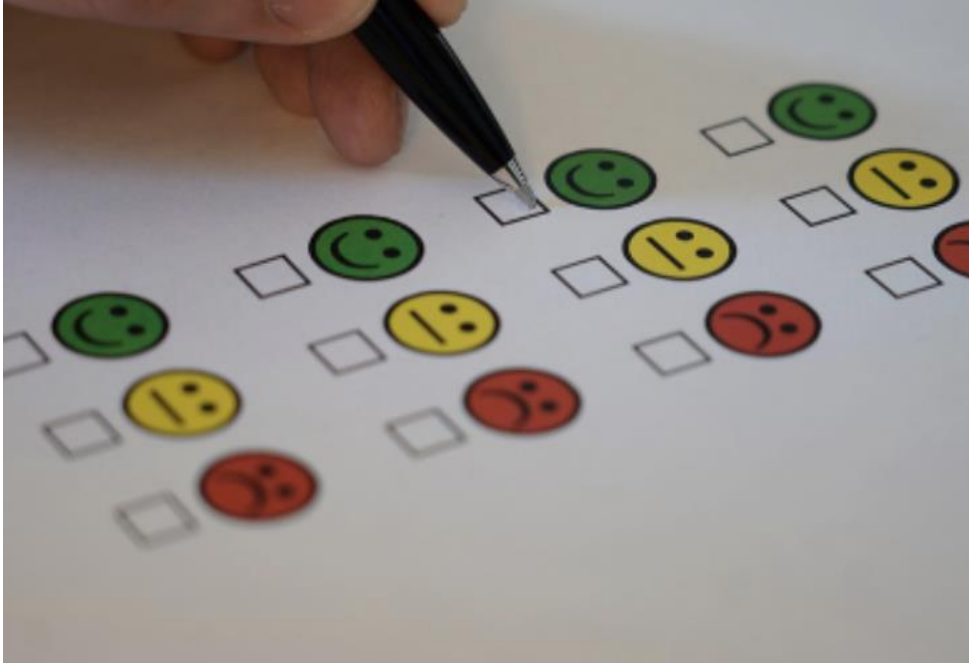


Construction Site Survey Results

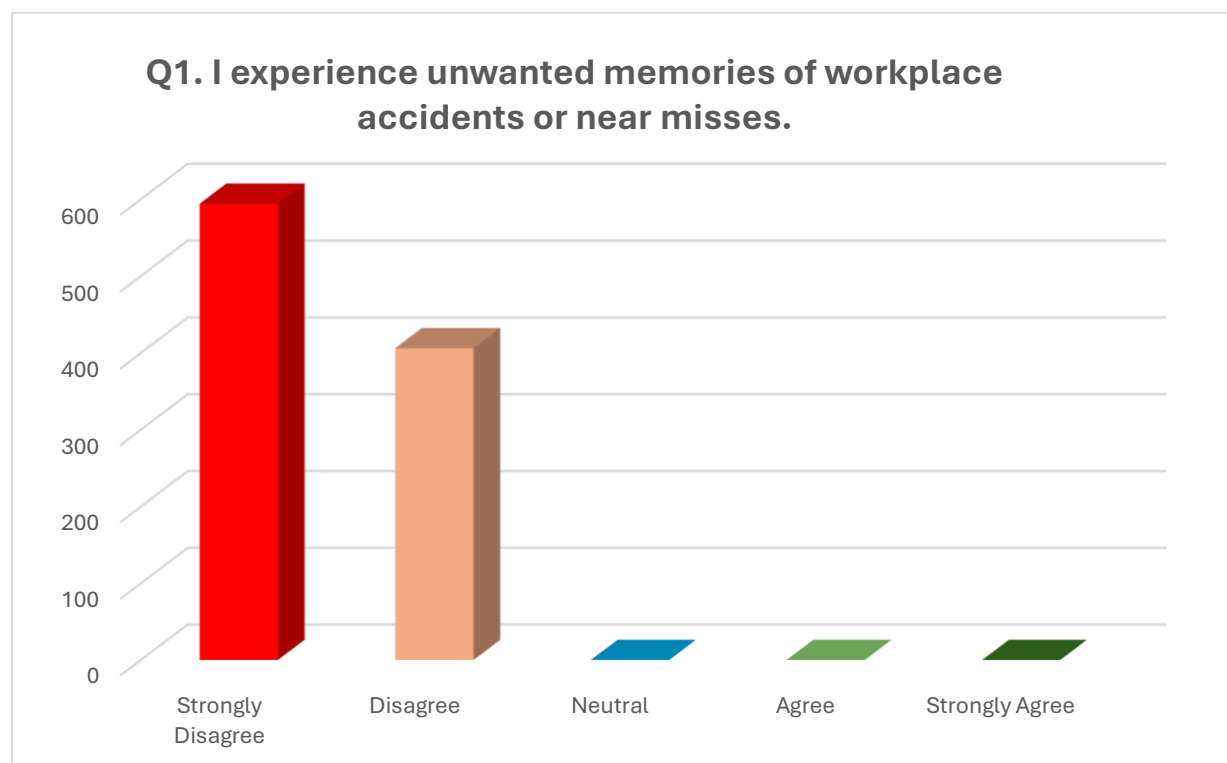


This report presents the findings of a Survey conducted on our eLearning platform for your organisation. The survey aimed to gather employee perspectives on various aspects of their mental well-being, including workplace stressors, access to mental health resources, and perceived support from management.

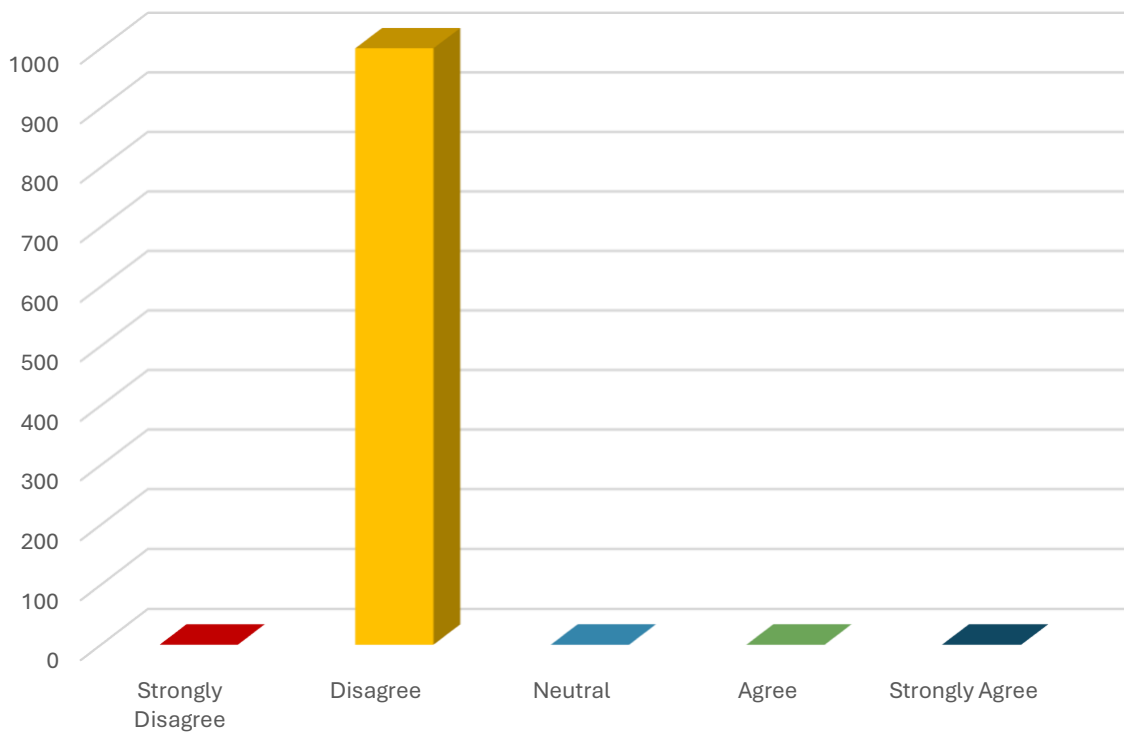
The purpose of this survey was to identify areas of strength and areas for improvement in supporting employee mental health.

1. Trauma Exposure & Stress Response

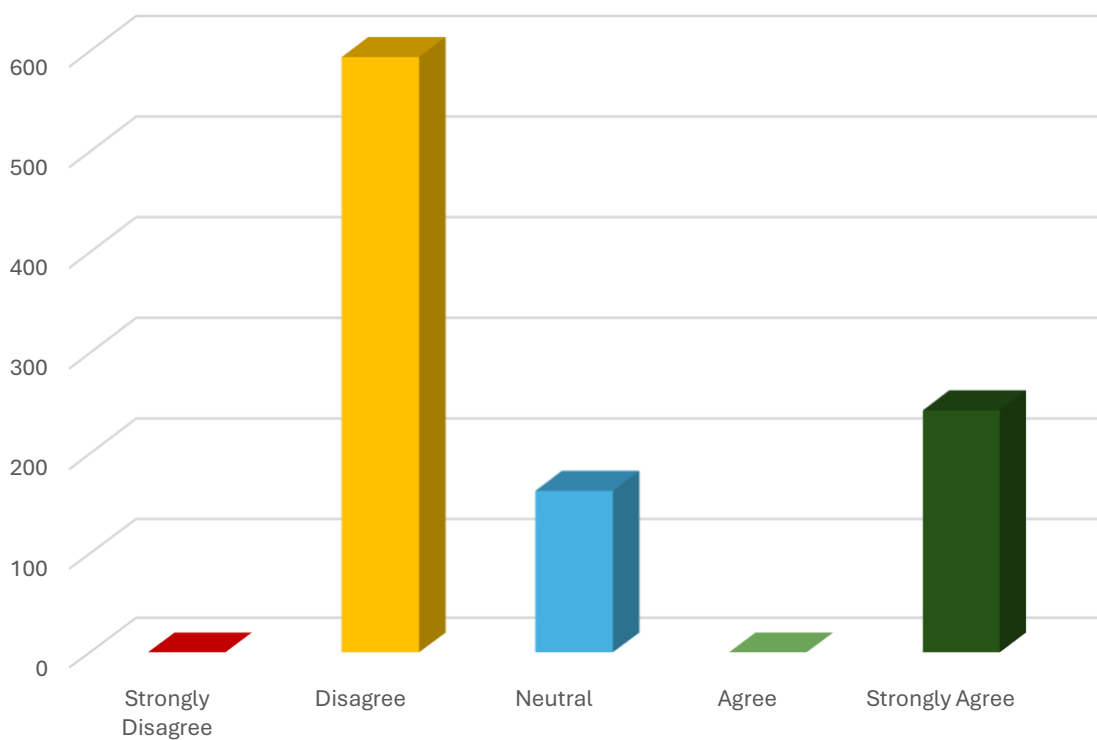
Construction work is physically demanding and often involves hazardous environments, high-risk tasks, and exposure to dangerous incidents, accidents, and near-misses. Workers may witness or experience traumatic events such as serious injuries, fatalities, workplace accidents, and unsafe conditions, which can have a lasting impact on mental well-being. Repeated exposure to stressful and dangerous situations can lead to critical incident stress, anxiety, and emotional strain. According to OSAH, workers who experience high-stress incidents may struggle with difficulty concentrating, sleep disturbances, flashbacks, or emotional exhaustion. While most stress responses are temporary, prolonged exposure without proper coping mechanisms can increase the risk of chronic stress disorders, including post-traumatic stress disorder (PTSD).



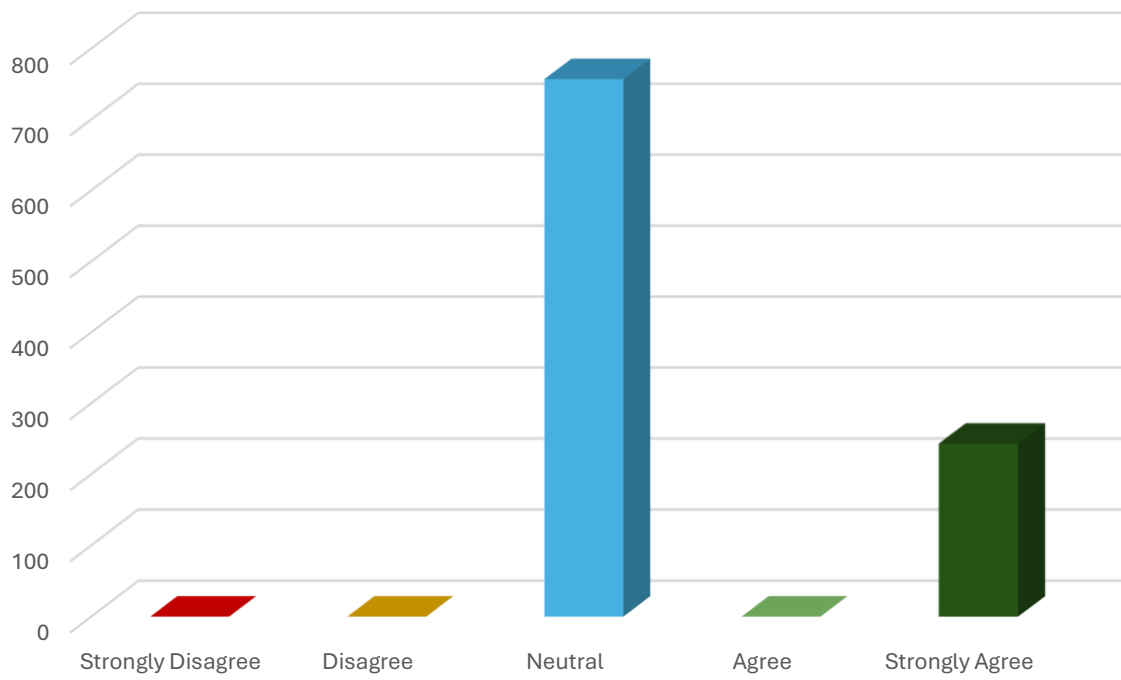
Q2. I feel physically tense when facing dangerous situations on the job.



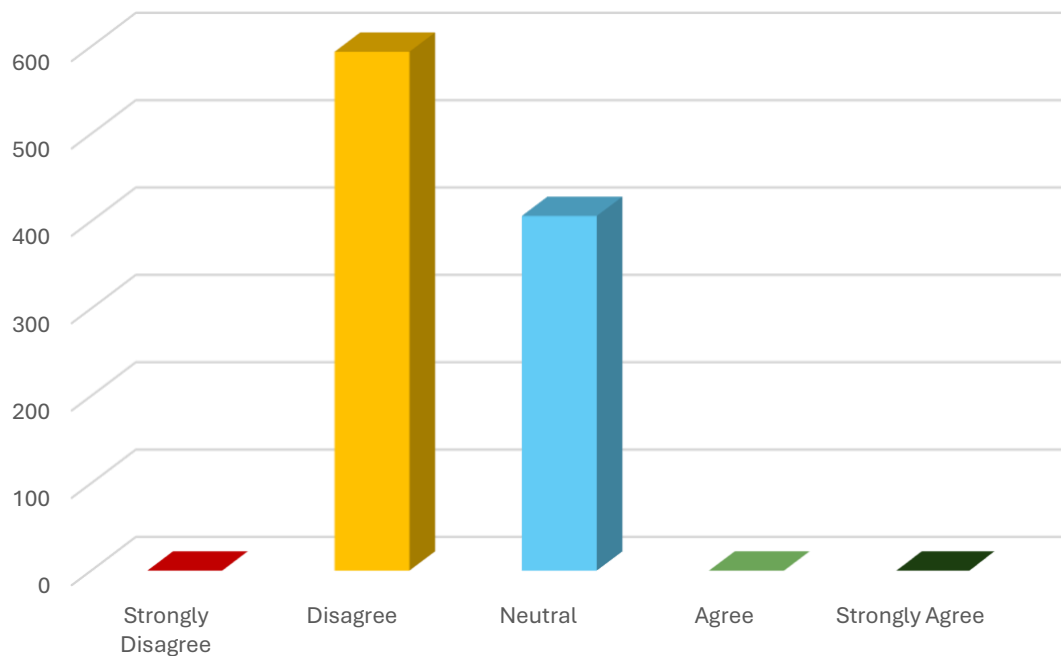
Q3.. I have difficulty sleeping due to thoughts about workplace hazards or accidents



Q4. I find myself avoiding certain types of construction tasks or projects if possible.

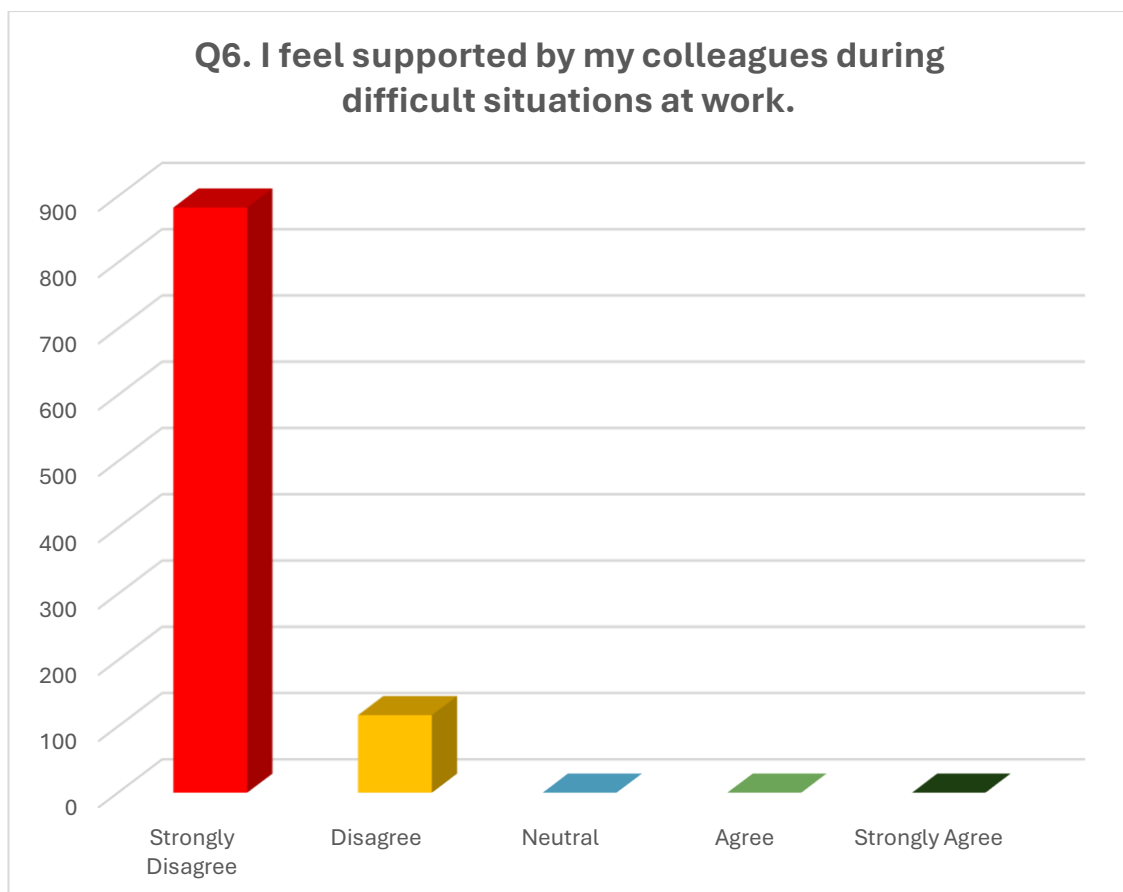


Q5. I feel emotionally overwhelmed by incidents or conditions I encounter at work.

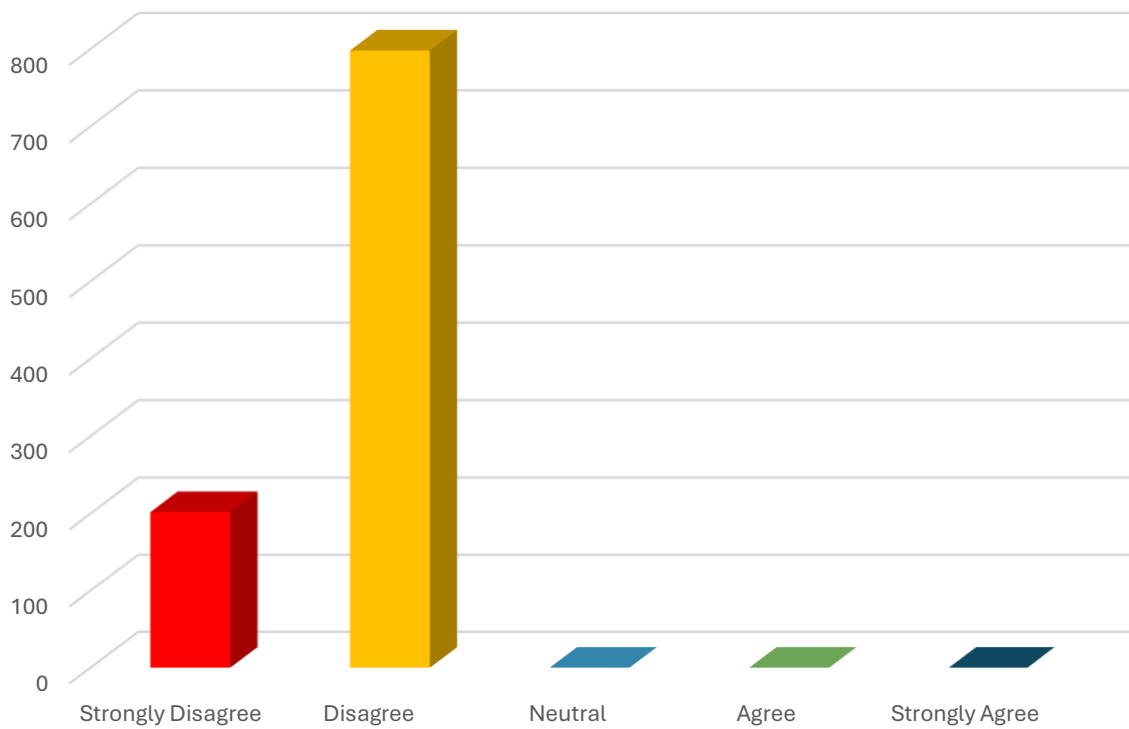


Section 2 : Workplace Relationships & Support

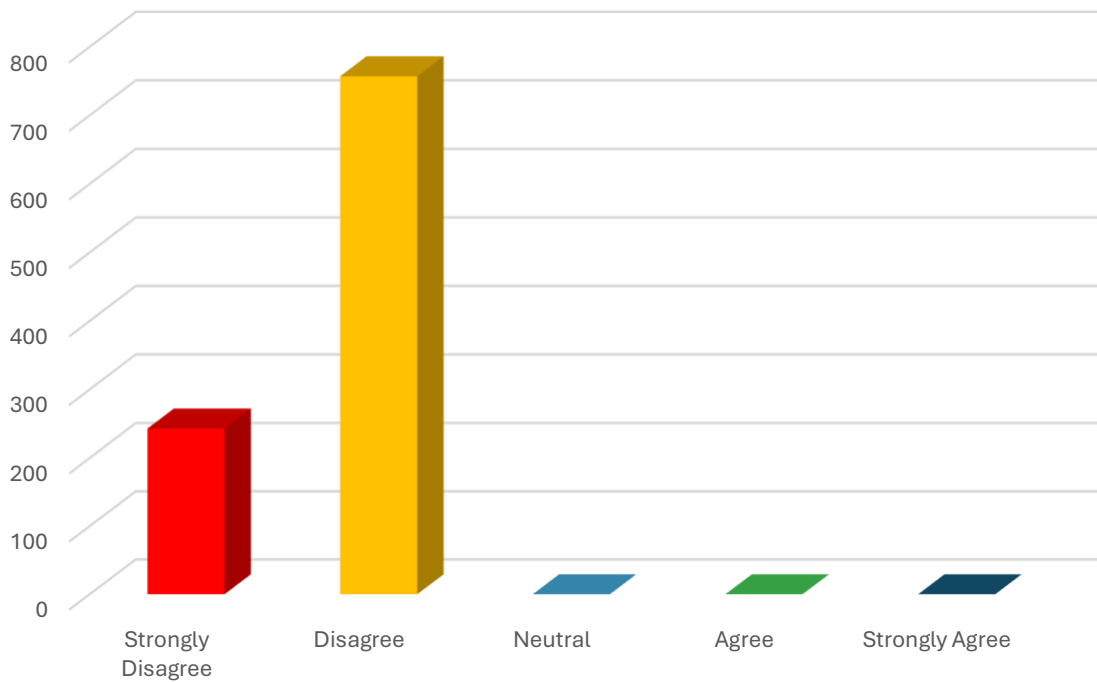
This section assesses the quality of interpersonal relationships within construction teams and the availability of emotional and professional support in the workplace. In the construction industry, strong workplace relationships and support networks are critical factors that influence not only mental health but also safety outcomes and project success. Construction work is inherently collaborative, requiring teams to function effectively in high-pressure environments. Research indicates that support from colleagues is one of the most direct ways to mitigate psychological stress among construction professionals



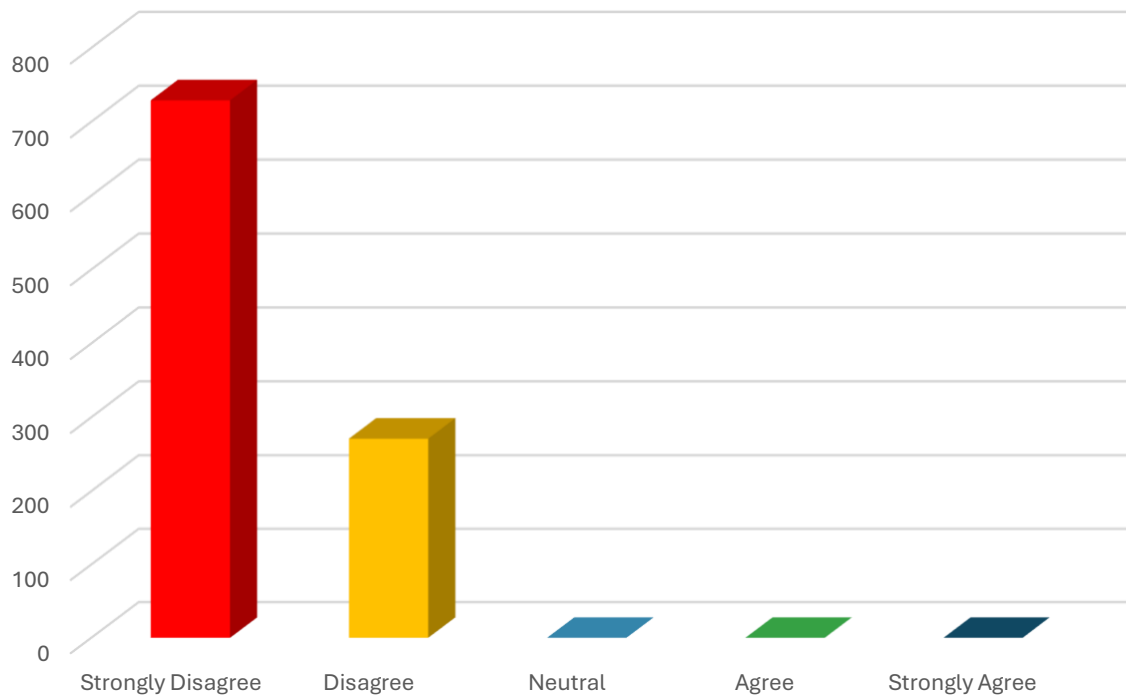
Q7. I can openly discuss my emotional struggles with my team. .



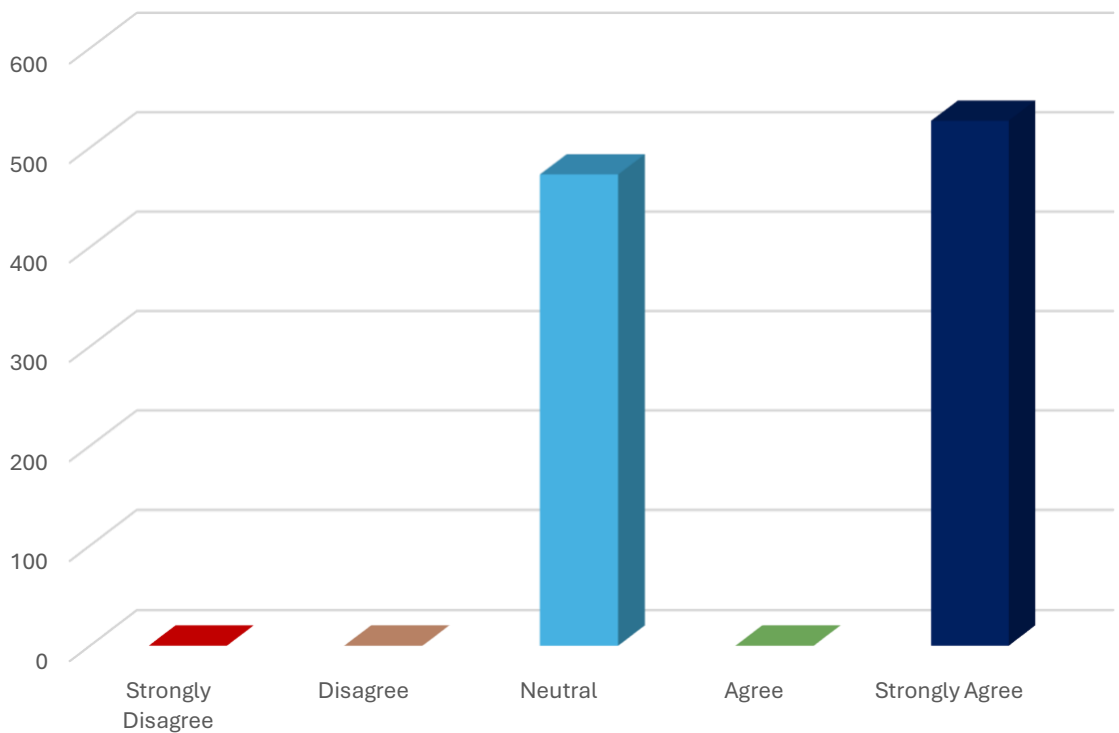
Q8. My supervisors understand and support my mental health needs.



Q9. I feel valued as a member of my construction team.



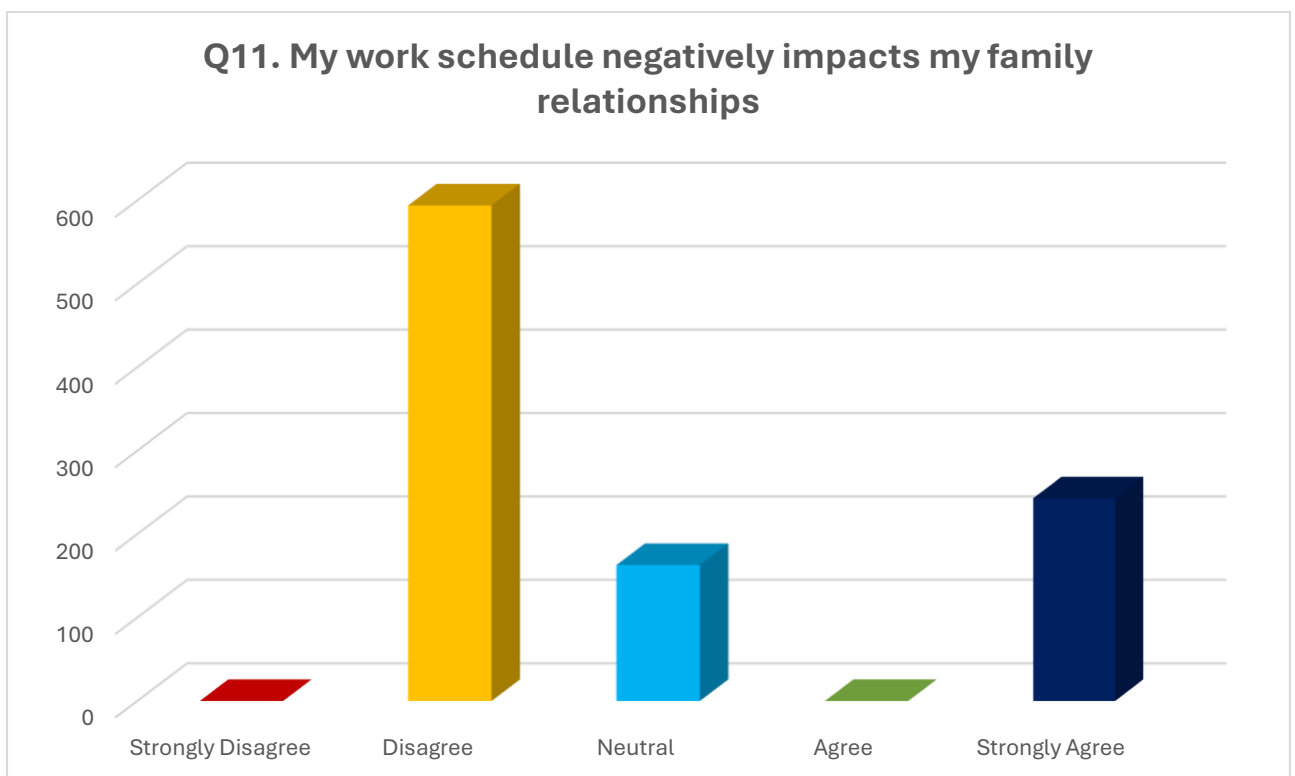
Q10. I trust my colleagues to prioritise safety during work operations



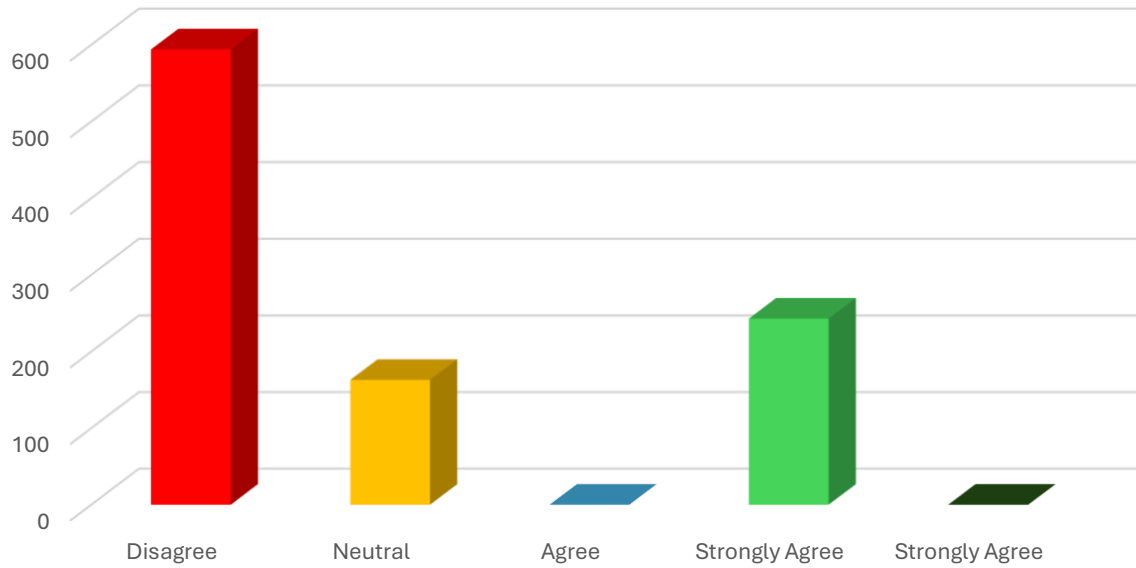
Section 3 Work-life Balance & Personal Relationships

The construction industry is known for long hours, demanding physical labour, and high-pressure deadlines, which can make it difficult for workers to maintain a healthy work-life balance. Many construction workers face irregular schedules, extended shifts, and frequent travel to job sites, all of which can impact their personal lives, family relationships, and overall well-being.

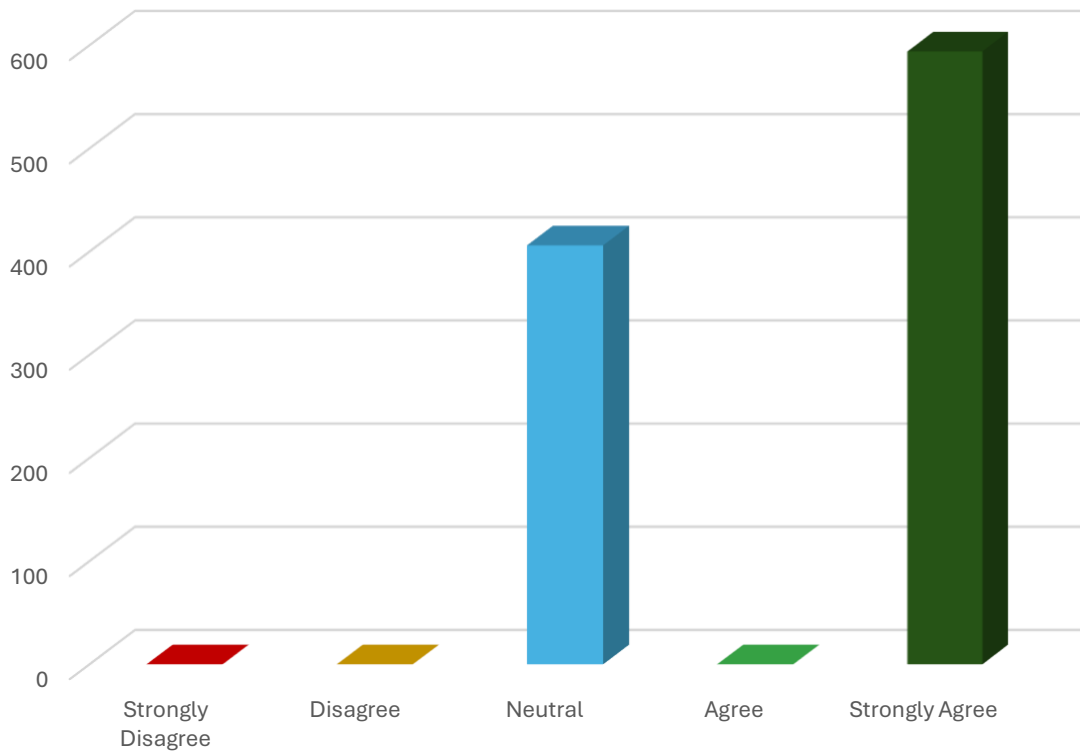
Research highlights that work-life imbalance is a significant issue in construction, contributing to stress, job burnout, and reduced job satisfaction. Studies show that the inability to spend quality time with family, limited opportunities for leisure activities, and lack of personal time lead to increased employee fatigue and emotional strain.



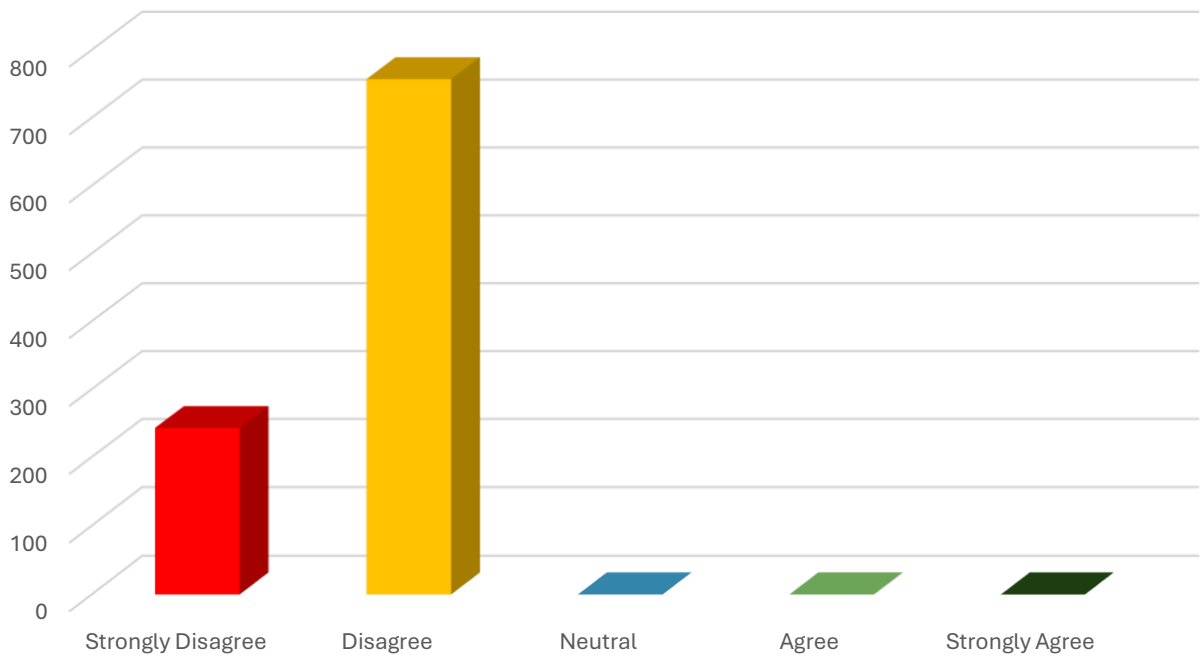
Q12. I find it difficult to switch off from work mode when at home.



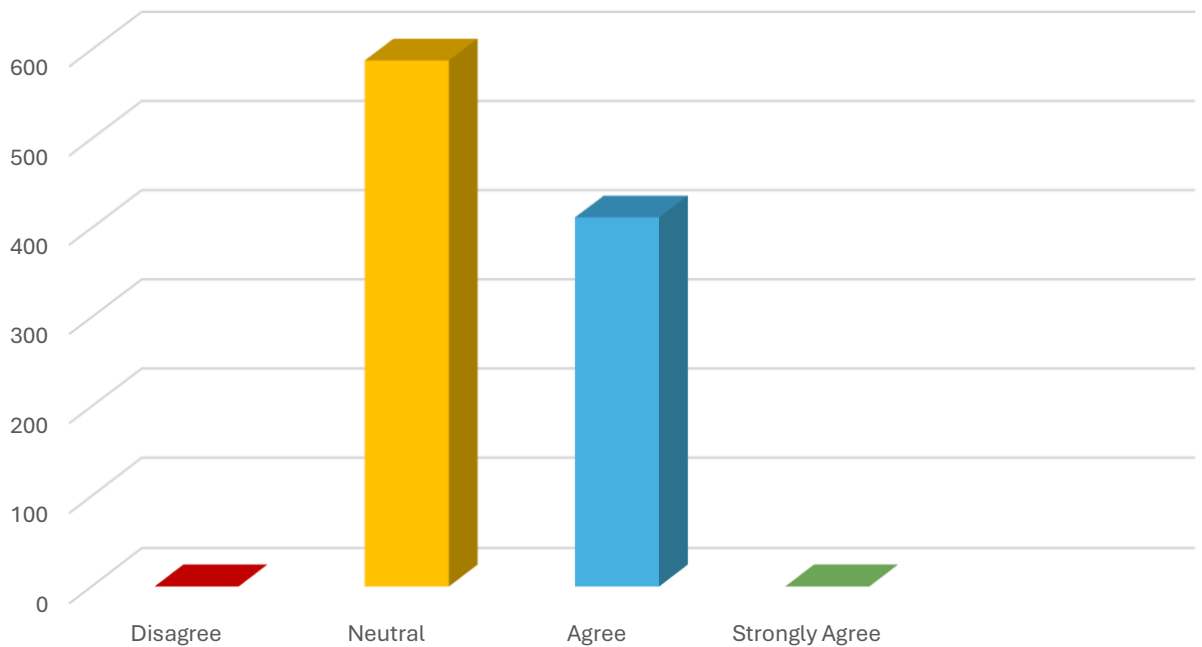
Q13. I maintain healthy relationships outside of work.



Q14. I have enough time for personal activities and hobbies.



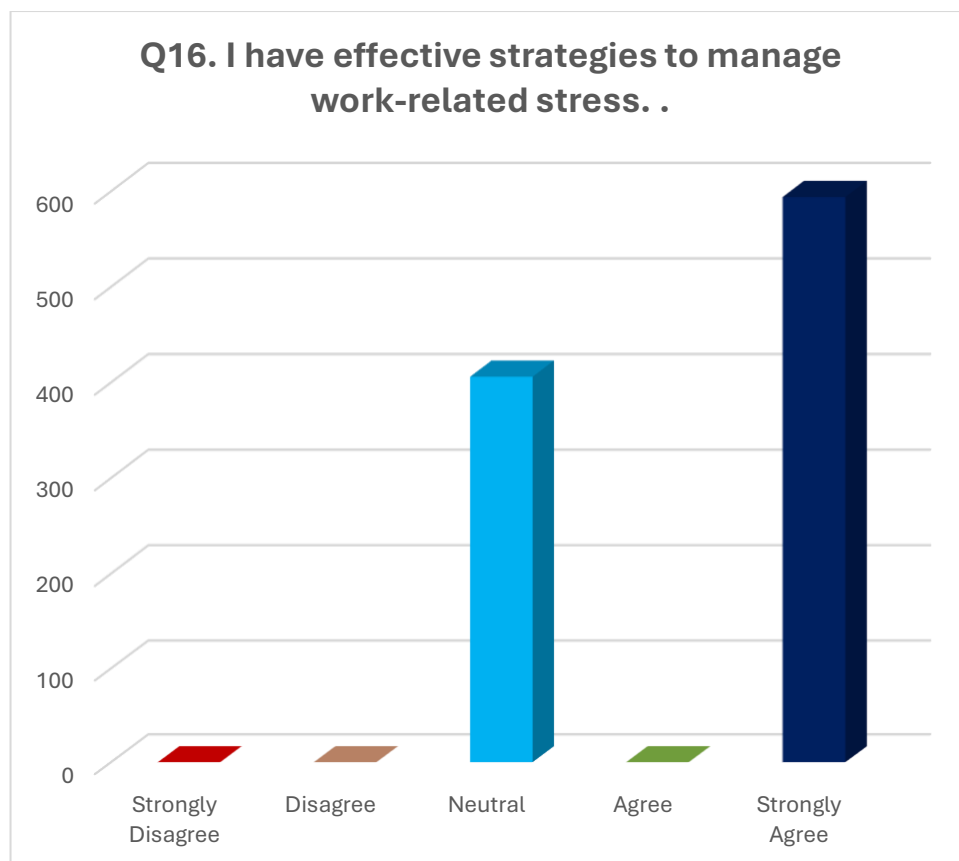
Q15. My family understands and supports my role in the construction industry.



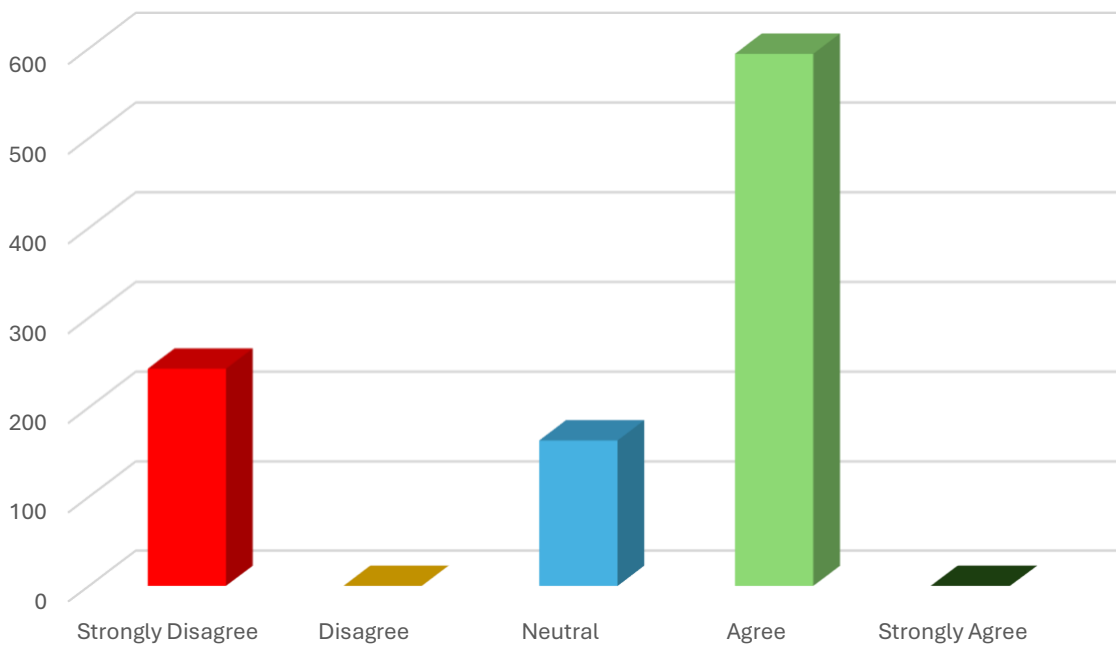
Section 4 Coping Mechanisms & Resilience

Construction work is physically and mentally demanding, exposing workers to high-pressure environments, safety risks, and job instability. Ensuring that workers develop effective coping mechanisms and resilience is crucial for maintaining well-being and long-term career sustainability.

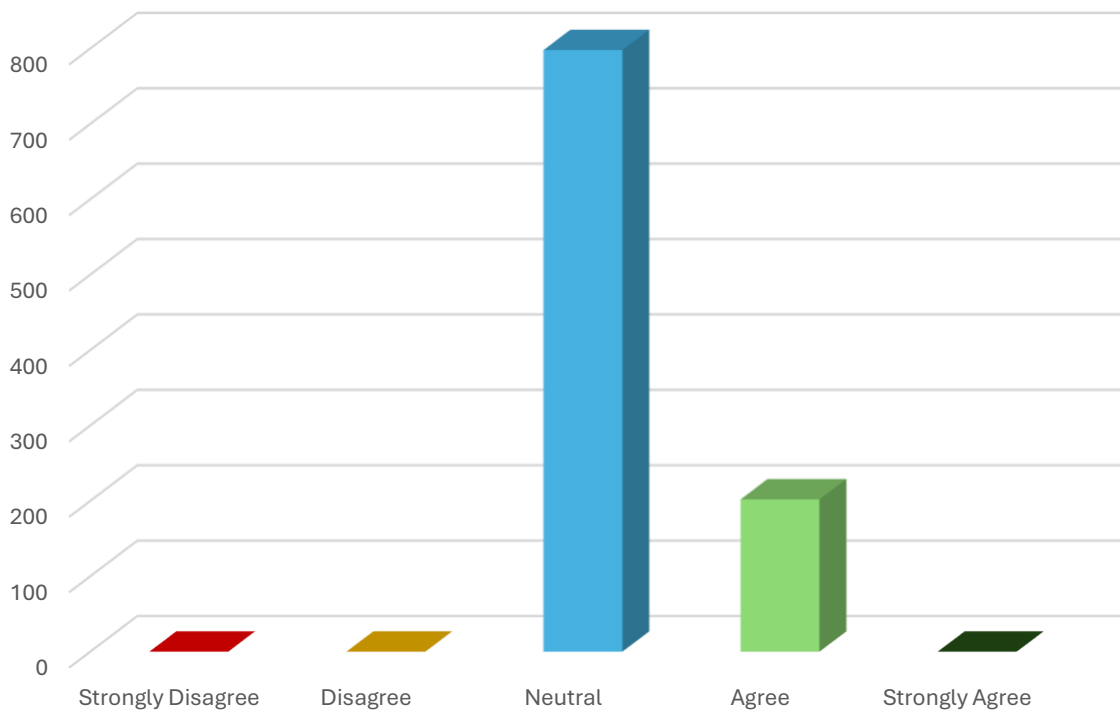
Resilience in the construction industry refers to the ability to adapt to challenges, recover from setbacks, and maintain mental strength despite workplace stressors. Research indicates that resilient employees demonstrate better stress management, problem-solving skills, and teamwork, reducing overall burnout and improving job performance



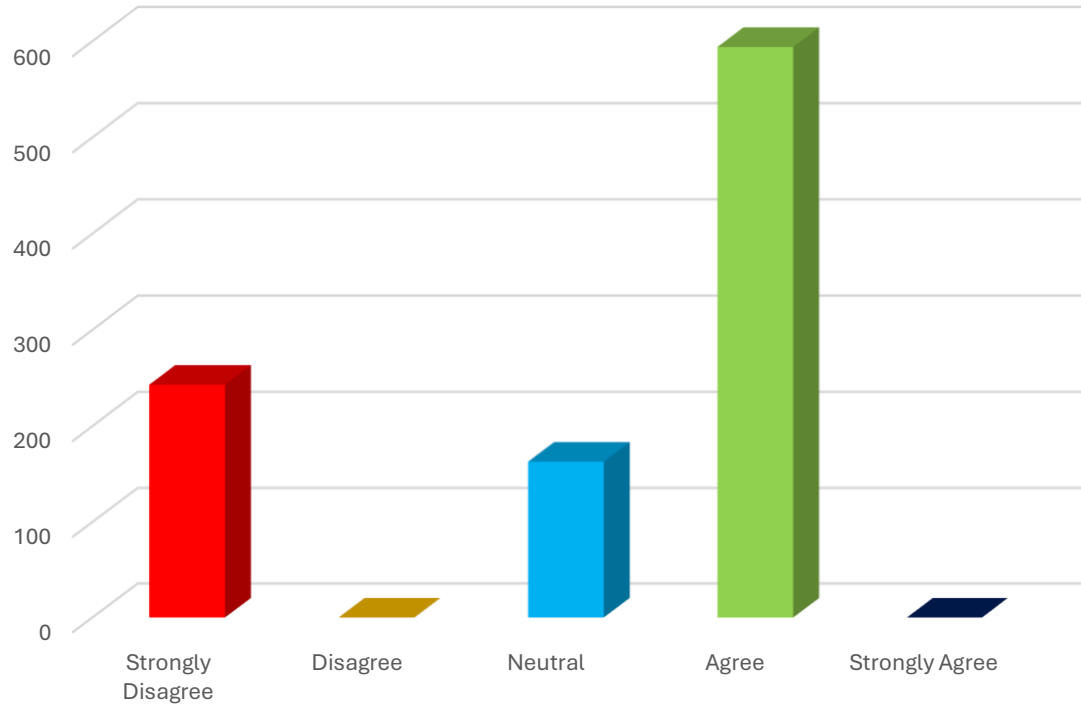
Q17. I engage in regular physical exercise to manage stress.



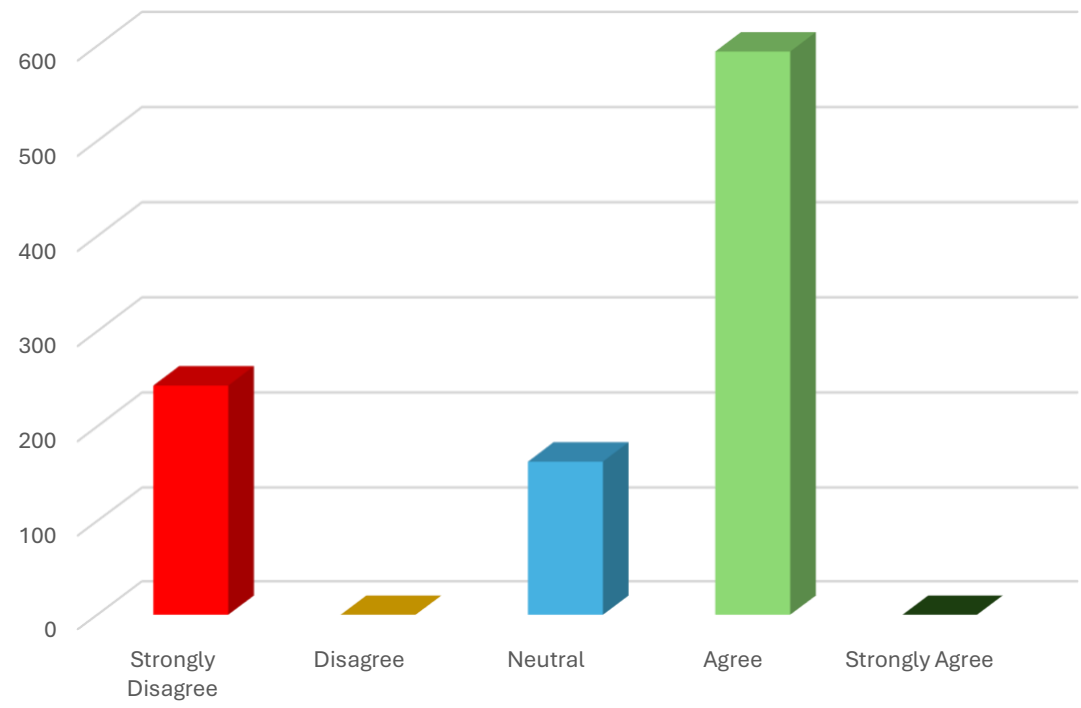
Q18. I feel confident in my ability to handle emotional challenges. g.



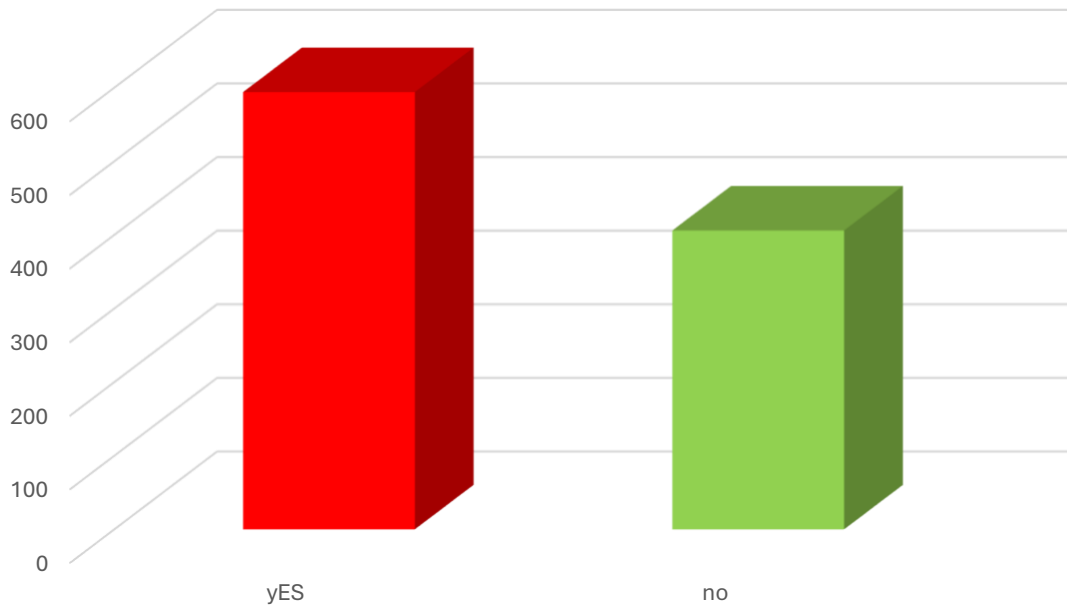
Q19. I know when to seek professional help if needed.



Q20. I maintain a positive outlook despite job challenges.



Q21 Do you feel that your organisation adequately addresses your psychosocial and mental health needs as a construction worker?



Question 22. If you have selected NO Please describe what specific improvements or additional support your organisation could implement to better address your psychosocial and mental health needs.

Implement a program to train and certify mental health first aiders on each site. These individuals can provide initial support, identify warning signs, and guide colleagues towards professional resources in a confidential and supportive manner.

Offer regular workshops focused on stress management, coping mechanisms, and resilience.

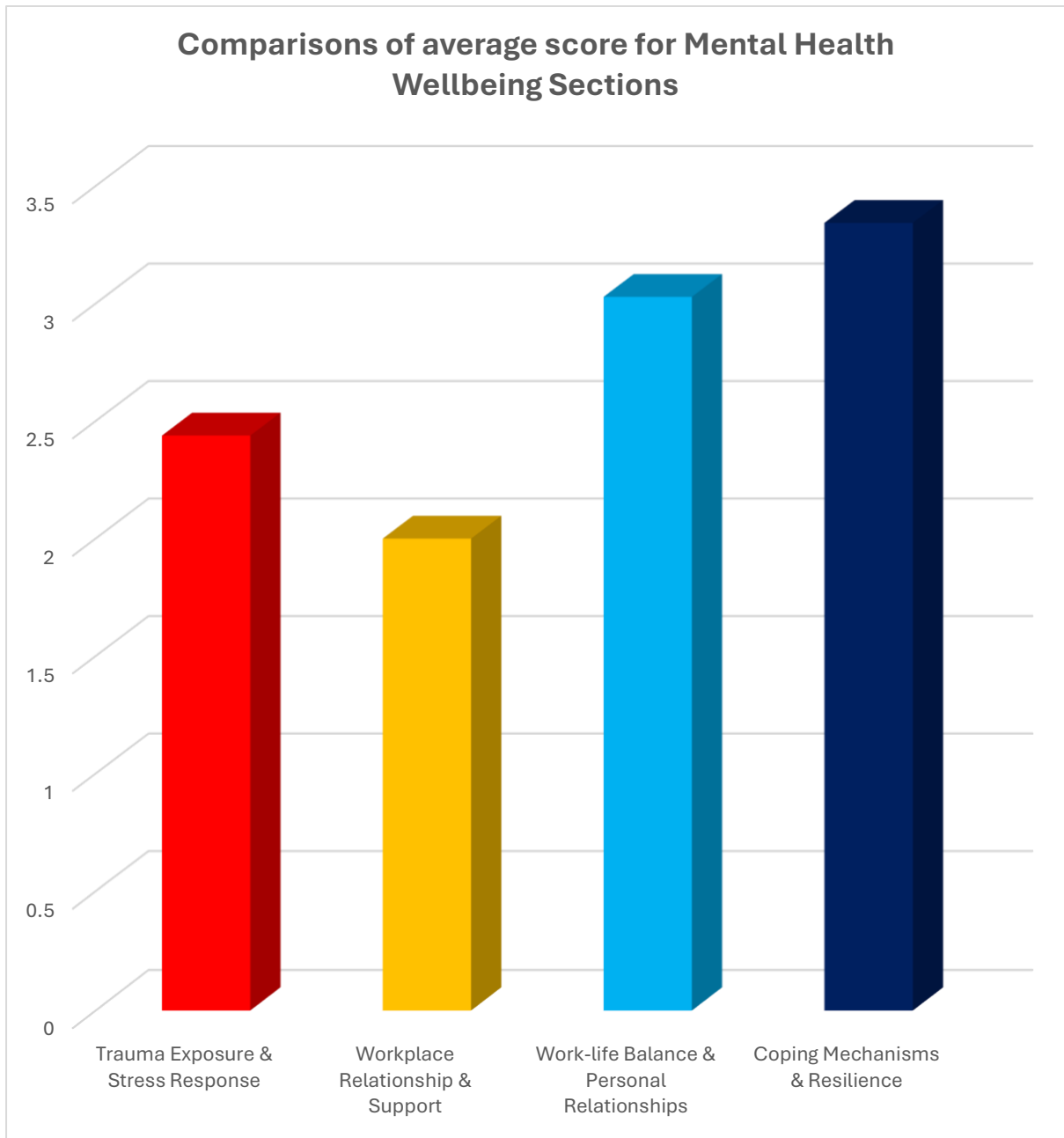
Ensure a well-publicized and easily accessible EAP. Regularly promote the EAP's services (e.g., counseling, financial advice, legal assistance) through posters, emails, and talks. Make sure the program is tailored to the unique demands of construction.

Reduce site hazards and improve facilities. Provide adequate breaks, suitable rest areas, and access to clean restrooms and safe drinking water. Ensure proper ergonomic assessments to minimize physical strain, especially in the winter or summer.

Guidance for Managers Based on Results.

Identifying Areas for Improvement:

- Scores of 1-2: This suggests a significant concern in this area. Immediate action should be taken to implement better resources, training, or policies.
- Scores of 3: Indicates a neutral or mixed response. This suggests that improvements may be needed, but the issue may not be critical. Further investigation is recommended.
- Scores of 4-5: Generally positive responses suggest the workers feel supported, but continuous engagement and evaluation should continue.



Summary of Findings:

The course data reveals the following average scores (where 3 is average):

- **SECTION 1: Trauma exposure and response** 2.438 (Below Average) - This indicates that participants feel the current level of support and awareness regarding trauma and stress responses in the workplace is not meeting their needs. A score below average suggests significant room for improvement.
- **SECTION 2: Workplace relationships and support:** 1.9994 (Well Below Average) - This is the most concerning area, indicating significant dissatisfaction with workplace relationships and the level of support available. The score highlights a crisis that requires immediate action.
- **SECTION 3: Work life balance:** 3.0282 (Slightly Above Average) - This area is considered to be meeting the needs of the participants.
- **SECTION 4: Coping mechanisms and resilience** 3.3428 (Above Average) - This indicates that the participants mostly have coping mechanisms for situations.