



Consulting and Training | Reach New Heights

Course Name

Psychosocial Risk Intelligence at Work

Sector Name

Health, Safety and Environment

Document Type

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Psychosocial Risk Intelligence at Work

Course Introduction

Workplace risks are not always physically or immediately visible. Excessive workload, unclear responsibilities, limited control over work, poor communication, organizational change, interpersonal tension, and constant digital demands can gradually create conditions that affect employee health, judgment, engagement, and safe performance. For organizations, the challenge is to recognize these conditions early rather than waiting until they appear through absence, conflict, declining performance, or more serious workplace consequences.

Boost Consulting & Training has designed this course to move psychosocial risk beyond general wellbeing awareness and into structured workplace risk management. Participants learn how to identify psychosocial hazards within the way work is designed, organized, managed, and experienced; distinguish underlying risk factors from individual symptoms; evaluate patterns of exposure; and select preventive interventions that address causes rather than relying only on employee coping strategies.

The main concept of this course is to build organizational intelligence around psychosocial risk so that emerging pressures can

be recognized, assessed, and addressed before they develop into wider people, performance, and workplace safety problems.

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Target Audience

- ✓ HSE and occupational health professionals
- ✓ HR and people management professionals
- ✓ Managers and organizational leaders
- ✓ Risk and organizational development professionals

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Psychosocial Risk Intelligence at Work

Learning Objectives

- ✓ Explain psychosocial risk as an organizational and occupational health issue rather than solely an individual wellbeing concern.
- ✓ Identify psychosocial hazards arising from work design, workload, relationships, organizational practices, and digital working conditions.
- ✓ Distinguish psychosocial hazards, exposure, early warning indicators, and potential consequences.
- ✓ Assess patterns of psychosocial risk across different roles, teams, and workplace situations.
- ✓ Recognize early organizational signals that may indicate increasing psychosocial pressure.
- ✓ Prioritize preventive controls that address underlying workplace conditions and sources of risk.
- ✓ Integrate psychosocial considerations into existing risk management and organizational processes.
- ✓ Develop a practical approach for monitoring and improving psychosocial risk conditions over time.

Psychosocial Risk Intelligence at Work

Course Outline

✓ Day 01

Seeing the Risks That Are Easy to Miss

- ✓ Understanding Psychosocial Risk at Work
- ✓ Distinguishing psychosocial hazards from stress symptoms, mental wellbeing initiatives, and individual resilience
- ✓ Exploring how organization, management practices, and workplace relationships can generate harmful exposure
- ✓ Connecting psychosocial conditions with health, safety, performance, absence, retention, and organizational effectiveness

Mapping the Modern Psychosocial Risk Landscape

- ✓ Identifying workload, role ambiguity, low job control, poor support, interpersonal conflict, and organizational injustice
- ✓ Examining digital intensity, constant connectivity, technological change, and blurred work boundaries
- ✓ Creating a Psychosocial Hazard Map for different workplace environments

Psychosocial Risk Intelligence at Work

Course Outline

✓ DAY 02

Reading Organizational Risk Signals

- ✓ From Individual Symptoms to Workplace Patterns
- ✓ Recognizing patterns in absence, turnover, complaints, errors, conflict, disengagement, and performance deterioration
- ✓ Distinguishing isolated employee experiences from recurring organizational risk conditions
- ✓ Identifying teams, roles, tasks, and periods where psychosocial exposure may be concentrated

Building Psychosocial Risk Intelligence

- ✓ Combining workforce feedback, observations, organizational data, and operational information
- ✓ Selecting indicators that provide meaningful insight without intrusive employee monitoring
- ✓ Conducting an Early Risk Signal Analysis using a realistic workplace case

Psychosocial Risk Intelligence at Work

Course Outline

✓ Day 03

Assessing Where Pressure Becomes Risk

- ✓ Evaluating Psychosocial Exposure
- ✓ Assessing frequency, duration, intensity, and combination of psychosocial hazards
- ✓ Examining how different employees and roles may experience the same work conditions differently
- ✓ Prioritizing risk according to exposure patterns, potential impact, and existing controls

Diagnosing the Source, Not Just the Symptom

- ✓ Tracing excessive pressure back to workload design, processes, responsibilities, resources, or management practices
- ✓ Using structured questioning to separate root workplace conditions from visible consequences
- ✓ Completing a Psychosocial Risk Diagnostic for a complex organizational scenario

Psychosocial Risk Intelligence at Work

Course Outline

✓ Day 04

Designing Prevention into the Workplace

- ✓ Controlling Risk at Its Source
- ✓ Redesigning workload, roles, communication, autonomy, support, and work processes where practical
- ✓ Distinguishing organizational preventive controls from individual support and recovery measures
- ✓ Selecting interventions according to the specific psychosocial hazard rather than applying generic wellbeing solutions

Managing Change Without Creating New Risk

- ✓ Identifying psychosocial pressures associated with restructuring, transformation, uncertainty, and new technologies
- ✓ Strengthening employee involvement, communication, role clarity, and managerial support during workplace change
- ✓ Designing a Preventive Intervention Plan for a high-pressure organizational situation

Psychosocial Risk Intelligence at Work

Course Outline

✓ Day 05

Building a Psychosocially Safer Organization

- ✓ Integrating Psychosocial Risk Management
- ✓ Connecting psychosocial risk with existing HSE, HR, risk, change, and organizational management processes
- ✓ Defining appropriate responsibilities for leaders, managers, employees, HSE, and HR functions
- ✓ Establishing review and escalation mechanisms while maintaining confidentiality and appropriate boundaries

From Risk Intelligence to Continuous Prevention

- ✓ Monitoring whether interventions are reducing exposure rather than merely improving perceptions temporarily
- ✓ Using emerging signals and workforce insight to identify changing psychosocial conditions
- ✓ Developing a Psychosocial Risk Intelligence Framework for ongoing workplace application

Psychosocial Risk Intelligence at Work

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Jan. 31, 2027	Feb. 4, 2027	5 days	4250.00 \$	Qatar , Doha
June 21, 2027	June 25, 2027	5 days	5950.00 \$	Switzerland , Zurich
Dec. 21, 2026	Dec. 25, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Sept. 5, 2027	Sept. 9, 2027	5 days	4250.00 \$	KSA , Riyadh

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