

# PSYCHOSOCIAL RISK ASSESSMENT

Psychosocial risk refers to factors in the work environment that can affect the mental and emotional health of workers, such as:

- *Work-related stress*
- *Excessive workload*
- *Lack of control over work*
- *Lack of social support*
- *Job insecurity*
- *Workplace harassment*
- *Discrimination*

***Evaluating employees' emotional well-being is not just necessary to enhance their performance but also a legal obligation.***

These factors can lead to psychological and emotional problems such as:

- *Anxiety*
- *Depression and burnout*
- *Work absenteeism*
- *Decreased work quality*
- *Job dissatisfaction*

Failing to address them in the workplace can have legal and financial consequences for the company, including facing lawsuits, fines, and penalties.

***Federal regulations establish economic penalties of up to USD 25,000 for workplaces that fail to comply with the monitoring and care of employees' emotional health.***

Additionally, talent loss and turnover increase recruitment and training costs and impact the organization's reputation and image.

Organizations must psychosocially evaluate their personnel at least once every two years.

## What should be done?

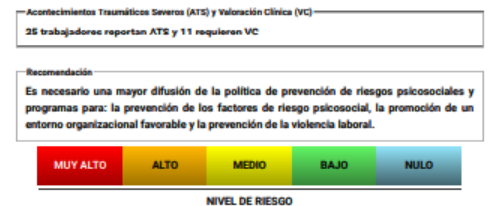
Identifying, assessing, and managing psychosocial risk in the workplace and implementing preventive and intervention measures, such as:

- *Policies for preventing workplace harassment*
- *Workplace wellness programs*
- *Stress management training*
- *Promoting a healthy and equitable work environment*

It will create a positive work atmosphere, improve employee health and well-being, and foster a healthy and sustainable organizational culture.

## Métricos apps guide you step by step

- *Identify the workplaces.*
- *Register the employees.*
- *Distribute the questionnaires via email.*
- *Or administer them on kiosks within the organization.*
- *Respond from phones, tablets, or computers.*
- *Generate reports and summaries automatically.*



***Evaluate the results and develop an action plan to improve the work environment. Our specialists will guide you!***

Lead your organization to another level of performance with Métricos.

Request a demo by WhatsApp at +52 55 4006-7589 or by email to [contacto@metricos.mx](mailto:contacto@metricos.mx).