Before we look at the fish, let us look at the wider tank.

A fish tank approach to thinking about work, employee wellbeing and psychosocial risk



The tank represents your workplace. The fish are your people.

Some fish are thriving, others are not. Same water, same tank.
Before looking at what is going on with the fish, we take a closer look at the wider tank.

When something is going on with the fish, we look at the tank first.

Psychosocial risk management means looking at workplace conditions, not blaming individuals.

Tank conditions = work conditions

Six things we check in the tank, and what they mean at work



Overcrowding

means WORKLOAD

Too much to do, too little room to do it well.



Oxygen

means SUPPORT

Supervision, training and people you can turn to.



Water quality

means CULTURE

Respect, fairness and how we treat each other daily.



Temperature swings

means UNCERTAINTY

Constant change, unclear roles, shifting priorities.



Predators

means HARMFUL BEHAVIOUR

Bullying, harassment, aggression and exclusion.



Food and space

means RESOURCES

Staffing, equipment, time and room to recover.

Healthy fish need a healthy tank.
Healthy kaimahi need healthy work conditions.