

# Psychological Demands: Why it's Important

## Presence

## Absence



Promotes working together on challenging problems

Increases emotional distress

Enhances self-esteem and a positive self-concept

Increases overthinking, defensiveness, and fatigue

Enhances performance, job satisfaction and retention

Increases job strain, lack of worker enjoyment and engagement

Helps to reduce impacts on physical and mental health

Increases interpersonal conflict and turnover

**WORK SAFE. FOR LIFE.**  
WORKERS' COMPENSATION BOARD OF NOVA SCOTIA