

# Course : Psychosocial risks: implementing a preventive approach

Practical course - 2d - 14h00 - Ref. PSY

Price : 1410 € E.T.

 4,5 / 5

BEST

Nouvelle édition

Cette formation vous permettra de comprendre les enjeux liés aux risques psychosociaux (RPS) et d'en identifier les principaux facteurs pour mettre en œuvre au sein de votre entreprise une démarche préventive du stress, de burn-out, du harcèlement moral et de la souffrance au travail.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understand the regulatory framework and issues related to psychosocial risks (PSR)
- ✓ Identify risk factors in your company or team
- ✓ Detecting people in distress to intervene
- ✓ Draw up a psychosocial risk prevention plan in conjunction with prevention stakeholders

## Intended audience

Managers, HR directors, HR managers, plant managers, department managers, operational team managers, company directors from small and medium-sized businesses.

## Prerequisites

No special knowledge required.

## Practical details

### Case study

Case studies, role-playing, experience sharing.

## Course schedule

### PARTICIPANTS

Managers, HR directors, HR managers, plant managers, department managers, operational team managers, company directors from small and medium-sized businesses.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Psychosocial risks, environment and principles

- Define psychosocial risks and identify risk factors.
- Identify the human, legal and economic issues surrounding RPS.
- Know the duties and rights of the company and the employee.
- Evaluate the consequences of RPS on health, work and performance.
- Identify PSR warning indicators for yourself and others.

### Exercise

Identify RPS factors potentially present in the company/department. Brainstorm possible solutions to reduce them.

## 2 Best practices for preventing stress and burnout

- Know the types of stress and the symptoms of stress.
- Identify the main stressors in the work environment.
- Implement concrete actions to reduce stress.
- Prevent the risks of burn out, brown out and bore out.

### Exercise

Confrontation of points of view around a video testimonial on stress.

## 3 Preventing situations of violence and conflict

- Differentiating between internal and external violence in the workplace.
- Identify potential risks of violence and/or incivility, depending on the position.
- Understand the legal issues surrounding moral harassment.
- Recognize harassing behavior and take action in the event of proven harassment.
- Communicating effectively with your team.

### Case study

Study of a case of moral harassment. Practical exercises based on real-life situations, using communication tools.

## 4 Changing management practices

- Take a step back and diagnose management practices within your team.
- Use appropriate analysis tools to improve work organization.
- Organizing and planning work to prevent psychosocial risks.
- Define indicators for your team.
- Take corrective action.

### Exercise

Self-diagnosis of management practices. Analysis of a work situation.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

## ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 5 Implement preventive actions

- Distinguish between the three levels of prevention: primary, secondary and tertiary.
- Implement the stages of the prevention process.
- Mobilize the various players involved in prevention: management, works council, HR, managers, occupational health service, etc.
- Identify indicators of workplace suffering: absenteeism, turnover, conflicts....
- Identify risk factors using appropriate tools and methodology: audits, questionnaires, interviews.
- Draw up an action plan to take corrective measures.
- Sustain the approach by monitoring and evaluating the actions implemented.

### Exercise

Draw up a psychosocial risk prevention plan for your team/company.

## Dates and locations

### REMOTE CLASS

2026 : 3 Mar., 23 Mar., 21 May, 28 May, 8 Sep.,  
8 Oct., 10 Dec., 17 Dec.

### PARIS LA DÉFENSE

2026 : 23 Mar., 21 May, 8 Oct., 10 Dec.