

Step four: Review control measures

Effectiveness matrix



Effectiveness matrix

When evaluating the effectiveness of your psychosocial risk control measures, it can be helpful to assign them a rating.

Here's a simple and consistent framework to help leaders rate their control measures, from largely ineffective to fully effective. From here, you can identify areas of strength and weakness, and prioritise improvement efforts.



Fully effective

Nothing more to be done except review and monitor the existing controls. Controls are well designed for the risk and address the root causes. Management believes they are effective and reliable at all times.

Substantially effective

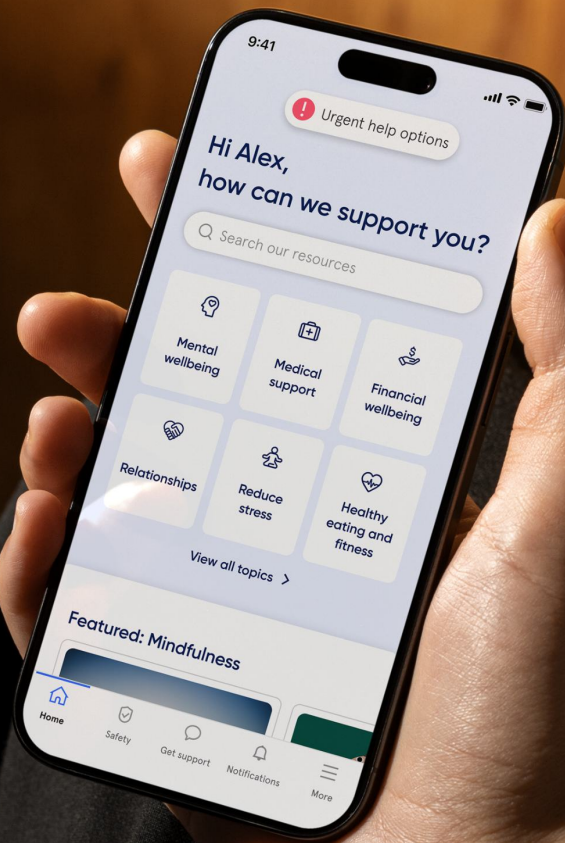
Most controls are appropriate for the stage of the business. Some more work could be done to improve operating effectiveness as the business grows, or management has doubts about operational effectiveness and/or reliability.

Partially effective

While the design of controls may be largely correct in that they treat most of the root causes of the risk, they are not currently very effective. Or, some of the controls do not seem correctly designed in that they do not treat root causes. Those that are correctly designed are operating effectively.

Largely ineffective

Significant control gaps. Either control do not treat root causes or they do not operate at all effectively.



Protect your people. Protect your business.

Discover more tools and templates to help you navigate the risk management process [here](#).

Sonder is a workforce health and safety platform that provides safety, medical, and mental health support. To find out how Sonder can help you reduce people-related risks and costs, ensure compliance, and build a resilient, productive workforce, get in touch for a demo.



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