Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop series



Participant handout

Putting psychological competencies and demands on the agenda: **creating awareness**



Process

- **Review** psychologically safe discussions
- **Define** psychological competencies and demands
- **Recognize** what psychological competencies and demands look like
- **List** words that describe psychological demands
- **List** words that describe psychological competencies
- **Choose** actions that support psychological competency
- **Look** at criteria for making meaningful change
- **Recommend** our action

Psychologically safe discussions

- **Focus** on moving forward and not on the past
- **Offer** constructive suggestions for improvement
- **Discuss** ideas, not individuals
- **Give** everyone the chance to contribute

Guarding Minds at Work description of psychological competencies and demands:

"In a work environment where psychological competencies and demands are not a health risk, employees are continually supported to meet the psychological demands of their position."

People in this type of work environment would be able to say:

- Management appointments consider the "people skills" necessary for specific positions.
- I am able to do my job in a way that aligns with my values.

People in this type of work environment might NOT say:

- My work threatens my psychological health.

Words that describe our psychological demands:

Words that support psychological competency:

Actions that improve and support our psychological competencies:

My preferred actions:

1

2

3

Criteria for effective action is:

Observable – we can witness that it happens, as opposed to being related to an attitude or emotion

Measurable – we can assess the impact it has – both positive and negative

Reasonable – it will be acceptable to employer, employees and union if applicable

Relevant – it makes sense for our work situation

Addressing challenges

What are potential challenges to adopting this action and how might we deal with that?

Potential challenges	Potential solutions

Workplace Strategies for Mental Health

Workplace Strategies for Mental Health resources are:

- For all employers, people leaders, employees and facilitators of workplace psychological health and safety
- Available in English and French
- Evidence- or practice-based
- Available to anyone at no cost



Examples of the resources available at clwsmh.com include:

Coping with change
Explore how you can navigate change in ways that help you accept and adapt to changes that are outside your control.

Emotional intelligence for employees
Free activities to increase your ability to manage your reactions and control how you impact others. Building your emotional intelligence can help reduce stress.

Managing stress
Learn how to manage your reactions to stress and protect your well-being.

Mental health at work
Information, tools and strategies you can use when experiencing mental health issues at work.

Mental health awareness videos
Video interviews with people who experienced mental health issues at work discussing what helped. Their strategies and advice can act as virtual peer support and mental health awareness.

Preparing for a difficult conversation
Taking a few moments to reflect on your assumptions and intentions before beginning a difficult conversation can set you up to be more effective.

Prevent burnout
Strategies to help identify risks and prevent burnout for yourself.

Resilience
A tool to help you bounce back after a health, personal or work crisis. This resource helps you develop healthy coping strategies to deal with life's challenges.

Resolving personal conflict
Tips and techniques to use when dealing with conflict. These strategies are intended to help you resolve issues yourself.

Work-life balance tips
Balancing your work and personal life can be challenging and stressful at times. These tips and strategies can help.

All Workplace Strategies resources are available to anyone at no cost, compliments of Canada Life. To learn more, visit clwsmh.com.

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