

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

“A work environment where there is good fit between employees’ interpersonal and emotional competencies, their job skills, and the position they hold.”

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

- Hiring/promotion decisions consider the “people skills” necessary for specific positions.
- My company hires people who fit well within the organization.
- I have the social and emotional skills needed to do my job well.
- My organization has prepared me to deal with the psychological demands of my job.
- I am able to do my job in a way that meets my personal and professional values.

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:

Being a mindful employee

Help employees understand their responsibility and opportunities to contribute to a mentally healthy workplace as described in the National Standard of Canada for Psychological Health and Safety.

Building stronger teams

Use this free, downloadable workbook to help strengthen leadership skills and build team resilience. You can complete many of the activities in less than 15 minutes.

Burnout response

Learn the steps that can help you identify, prevent or reduce the impact of burnout for employees or yourself.

Healthy break activities

Use these low-cost to no-cost ideas to improve mental energy and focus. They're designed to encourage employees to take regular breaks even during the busiest workdays.

Peer supporters

Learn about receiving help from someone who has had similar life experiences coping with illness. Also, find out how you can become a peer supporter in your workplace.

Plan for resilience

Use this resource to help improve your ability to bounce back if faced with a health, personal or work crisis. It will help you identify effective strategies and resources to draw on when needed.

Sector-specific strategies

Learn about psychological health and safety issues that are unique to certain industries or sectors and how to address them.

Working through it

Help protect the psychological safety and facilitate the success of employees new to this country.

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

