

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



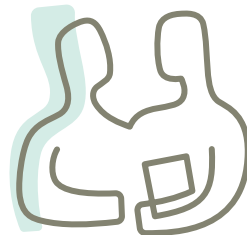
Participant handout

Putting protection of physical safety on the agenda:
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** protection of physical safety
- **Recognize** what protection of physical safety looks like
- **List** words that embody positive protection of physical safety
- **Choose** actions that demonstrate protection of physical safety
- **Look** at criteria for making meaningful change
- **Recommend** an 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 management takes appropriate action to address physical hazards in order to protect the psychological health and safety of workers.”

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

- My employer takes appropriate action to protect my physical safety at work.
- My employer offers sufficient training to help protect my physical safety at work (e.g., emergency preparedness, safe lifting, violence prevention).
- When physical accidents occur or physical risks are identified, my employer responds effectively.
- I have the equipment and tools I need to do my job in a physically safe way (e.g., protective clothing, adequate lighting, ergonomic seating).
- My employer responds appropriately when workers raise concerns about physical safety.

Words that embody positive protection of physical safety:

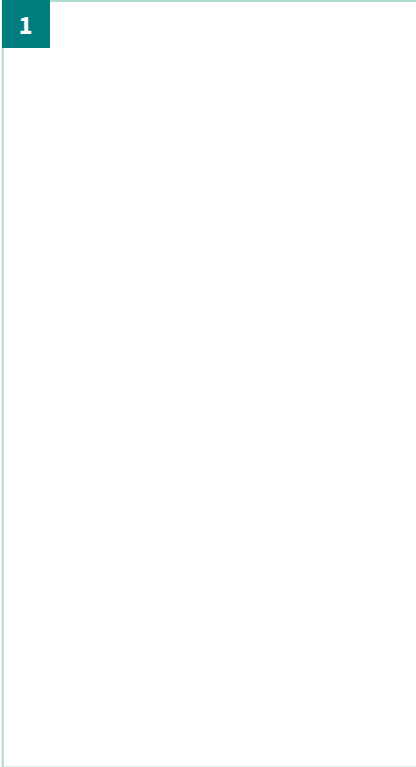


Actions that improve protection of physical safety:

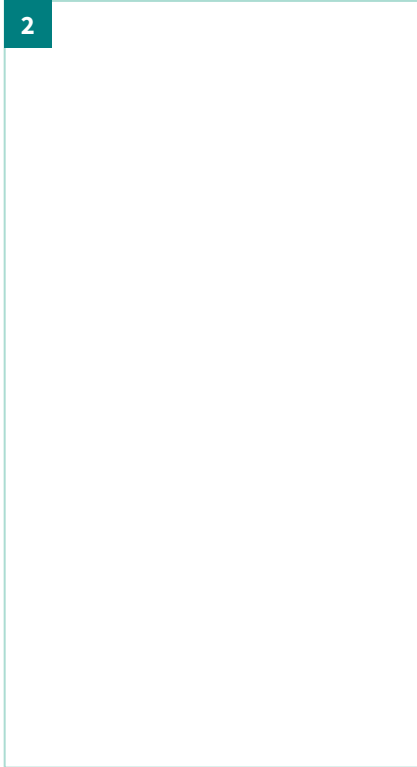


My preferred actions:

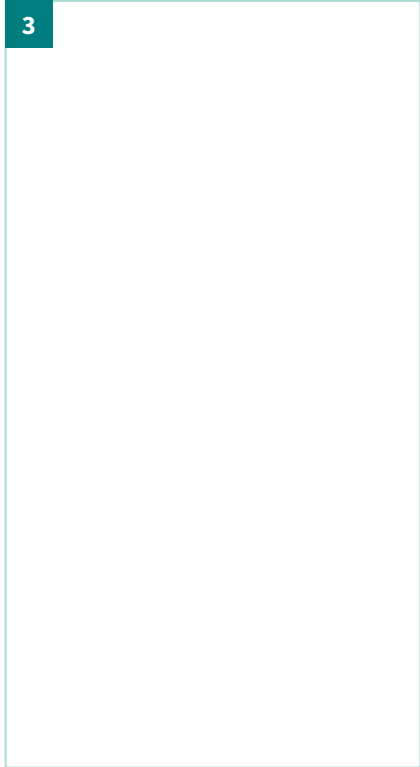
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Criteria for effective action is:

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:

Addressing co-worker reactions

Effectively respond to co-worker concerns, fears or reactions – even if you feel they’re unfounded – to help support a psychologically safe work environment for all.

Harassment and bullying prevention

Address aggression or unresolved conflicts among co-workers before they escalate into a crisis in the workplace.

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.

Helping employees manage change

Use these strategies to help support employees to handle change in a psychologically safe way, especially those vulnerable to mental stress and overwhelm.

Inclusivity and discrimination

Identify approaches to address potential discrimination and promote inclusivity. Help create an environment where all employees are supported to thrive and succeed.

Union support

Collaborate effectively with union representatives who can contribute to a psychologically safe workplace and help support successful accommodation or return to work.

Violence assessment

Use these sample questions to help you assess the risk of someone being violent in the workplace.

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

