

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



Participant handout

Putting psychological protection on the agenda:
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** psychological protection
- **Recognize** what psychological protection looks like
- **List** words that embody positive psychological protection
- **Choose** actions that demonstrate psychological protection
- **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 employees’ psychological safety is ensured.”

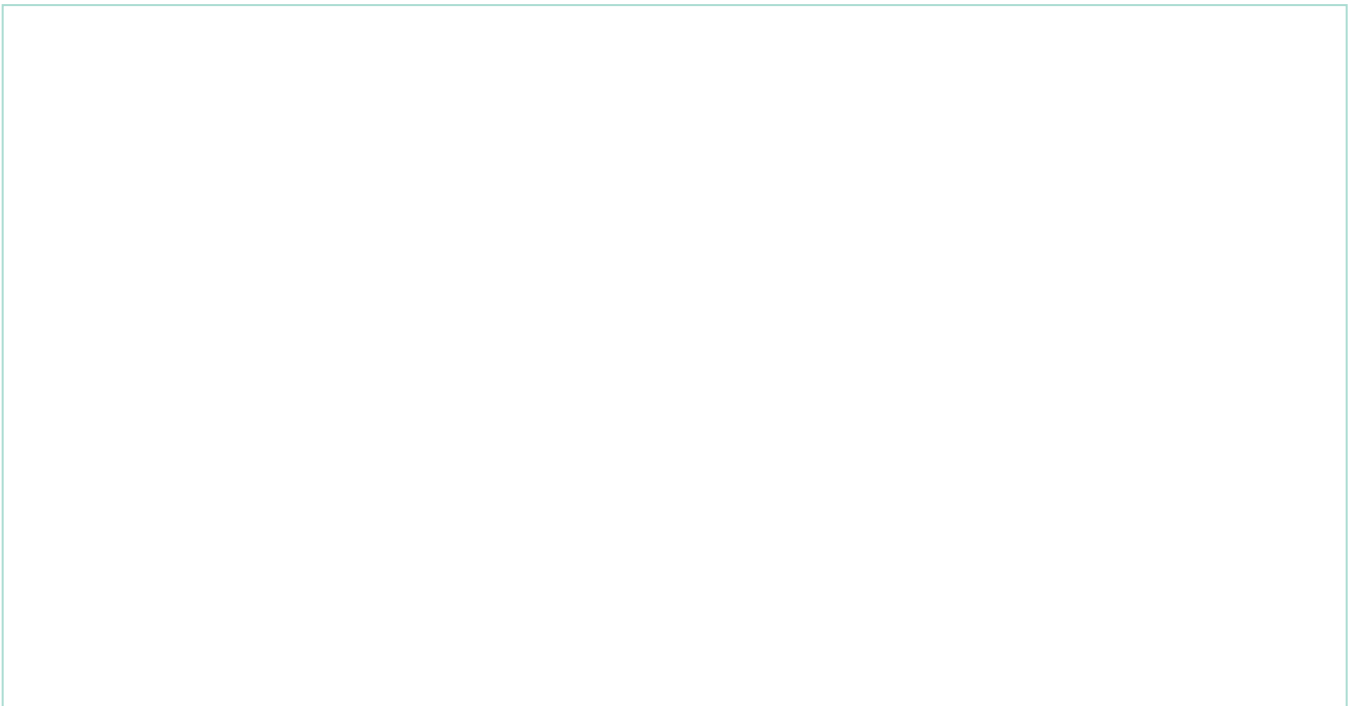
People in this type of work environment would be able to say:

- My employer is committed to minimizing unnecessary stress at work.
- My employer makes efforts to prevent harm to employees from discrimination.
- My employer makes efforts to prevent harm to employees from unsafe behaviours by clients, customers or patients.
- I would describe my workplace as being psychologically safe.
- My employer deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
- My employer makes efforts to prevent harm to employees from bullying and harassment.
- I am able to raise concerns about psychological safety in my workplace.

Words that embody psychological protection:



Actions that improve psychological protection:

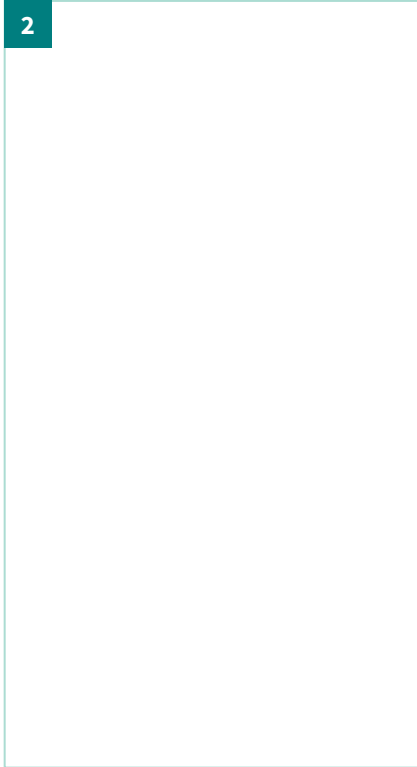


My preferred actions:

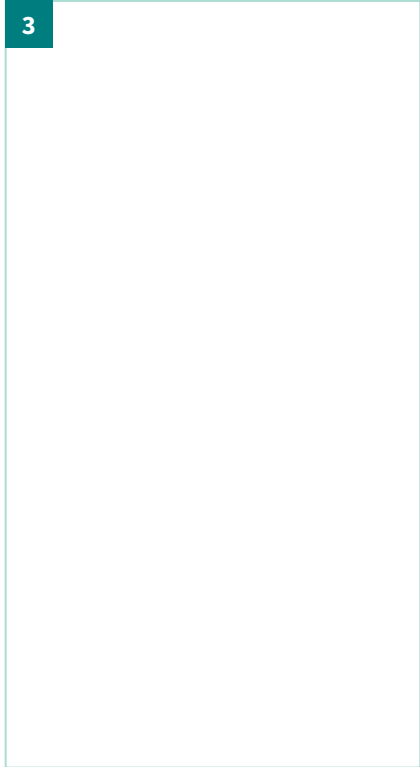
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Criteria for effective action is:

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.

Inclusivity and discrimination

Identify ways to:

- Address potential discrimination
- Promote inclusivity
- Help create an environment that supports all employees to thrive and succeed

Indigenous teachings at work

Indigenous elders and professionals helped to adapt the Seven Sacred Teachings and the Medicine Wheel to benefit your workplace culture and all employees.

Psychologically safe interactions

Use this slide presentation, facilitator guide and participant handout to engage your team in a workshop that increases awareness of how our behaviours may be interpreted as bullying, even when that wasn't our intention.

Psychologically safe leadership assessment

Identify and support leadership strategies that are psychologically safe for you and all leaders in your organization.

Resolving conflict

Use this unique approach to help effectively resolve conflict, including when mental health is a factor. Both parties maintain their dignity while changing the way they interact with each other.

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.

