

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



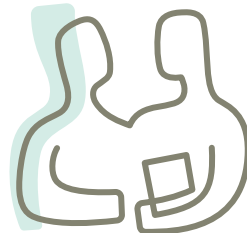
Participant handout

Putting balance on the agenda:
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** balance
- **Recognize** what positive workload management looks like
- **Describe** sources of workload stress
- **Choose** actions that support workload management
- **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 recognition of the need for employees to be able to manage the demands of work, family and personal life.”

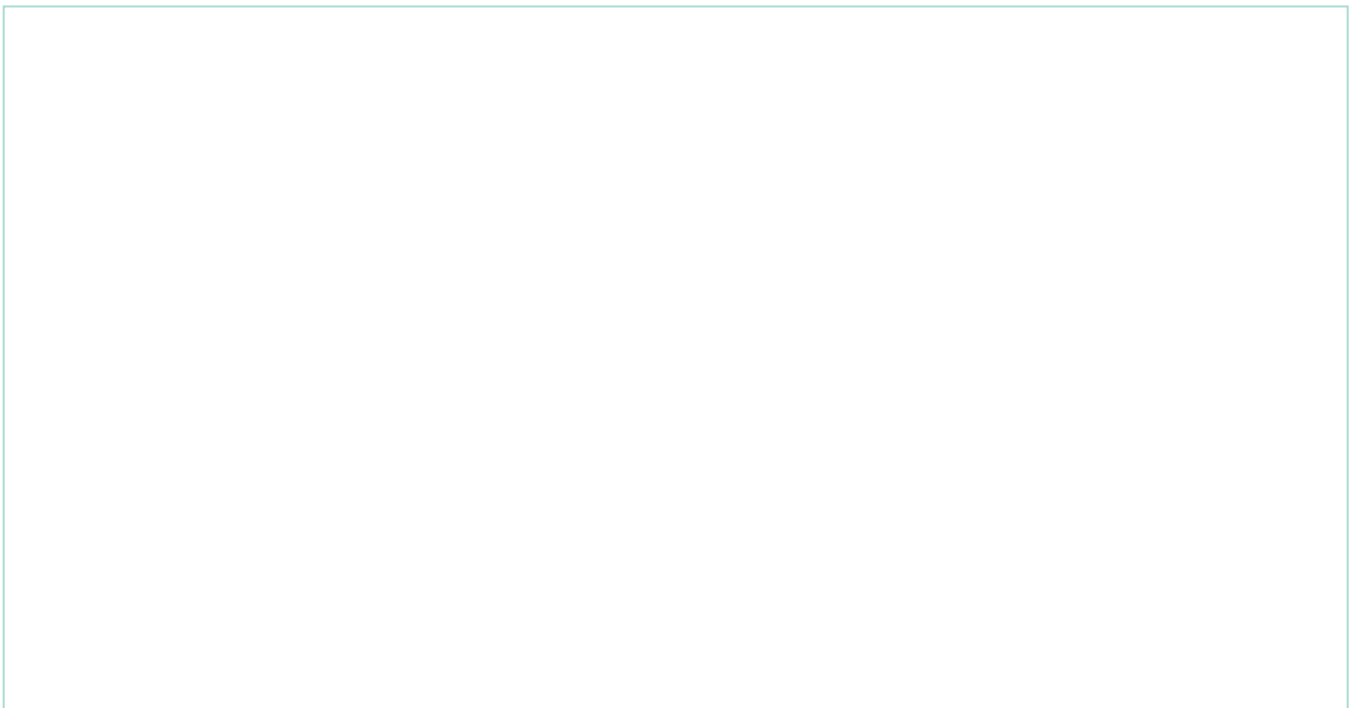
People in this type of work environment would be able to say:

- My employer encourages me to take my entitled breaks (e.g., lunchtime, sick time, vacation time, earned days off, parental leave).
- I am able to reasonably balance the demands of work and personal life.
- My employer promotes work-life balance.
- I can talk to my supervisor when I am having trouble maintaining work-life balance.
- I feel supported in my workplace when I am dealing with personal or family issues.
- My employer has programs or policies to prevent worker burnout.

Words that embody balance at work:



Actions that improve balance at work:



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:

Burnout response

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

Employees who are caregivers

Use these strategies to support employees who are also caregivers for family members or loved ones with serious health issues.

Grief response

Effectively support employees who are experiencing a loss and want to remain productive at work while they heal.

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.

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.

Significant life stressors

Use this practical resource for coping with significant life stressors including divorce, finances, being a caregiver and experiencing abuse.

Supporting employee success

Use this free tool to help employers help an employee create and follow a workplace plan that addresses performance and workplace stressors.

Working parents

Use this collection of resources to help support the mental health of working parents and their children.

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

