

# Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop  
series



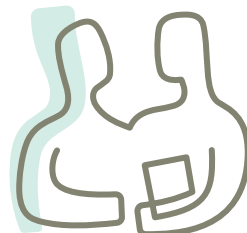
## Participant handout

Putting engagement on the agenda:  
**creating awareness**



## Process

- **Review** psychologically safe discussions
- **Define** engagement
- **Recognize** what engagement looks like
- **Describe** when you feel engaged
- **Choose** actions that support engagement
- **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 feel connected to their work, co-workers and their organization and are motivated to do their job well.”

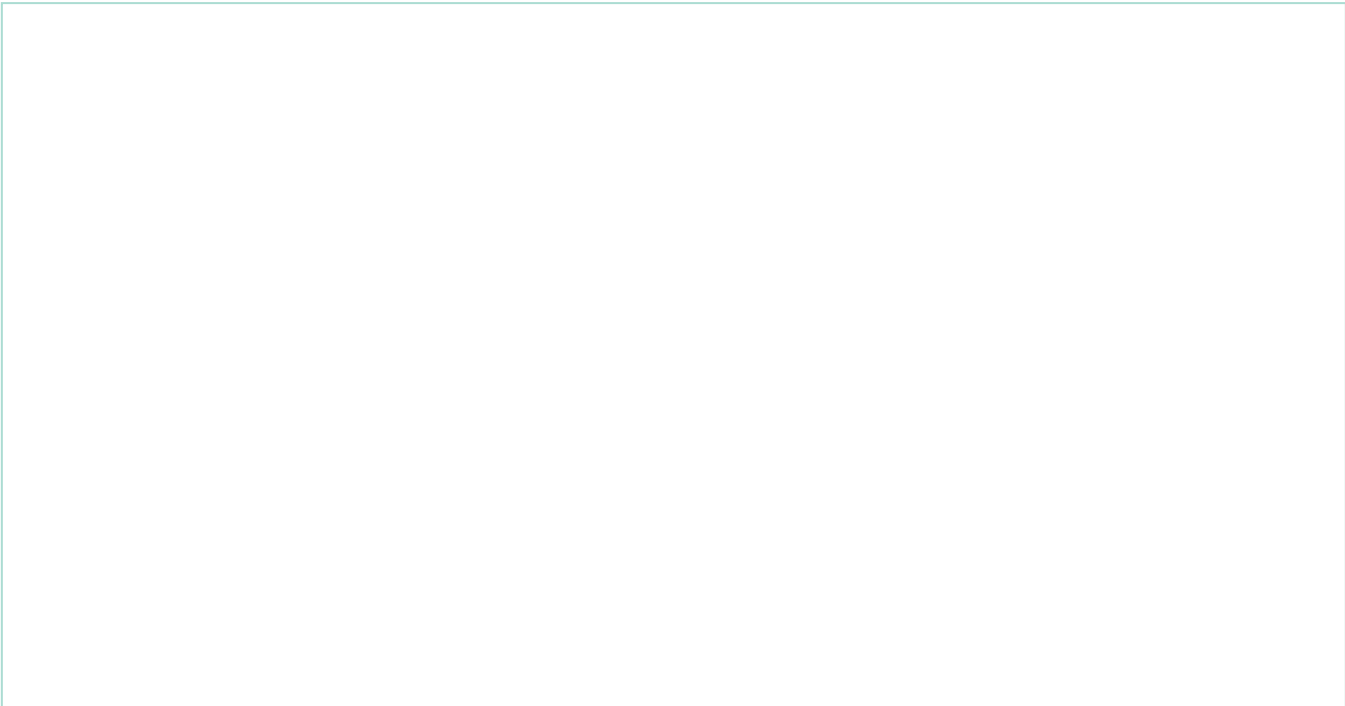
**People in this type of work environment would be able to say:**

- I enjoy my work.
- I am willing to give extra effort at work if needed.
- My work is an important part of who I am.
- I am committed to the success of my organization.
- I am proud of the work I do.
- I am committed to the success of my team.

Words that indicate you're engaged:



I feel engaged when:



My preferred actions:

1

2

3

# 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](http://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.

#### 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.

#### Ideas for resolving conflict at work

Use these ideas to help individuals resolve their own conflicts at work.

#### Personal development

These activities can help develop your emotional intelligence, including monitoring your impact on others, managing your stress and responding more effectively to others.

#### Personal well-being

Use these tools and resources to help improve employee well-being.

#### Retirement

Plan ahead to capture the knowledge and expertise that may be lost when employees retire from your organization.

#### Team development

Teams can face many challenges in the workplace, including conflict, bullying, low control, and high demands. Discover team building activities, facilitation strategies for discussions, the importance of resilience and more. The resources are both practical and easy to use in a variety of workplaces.

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All Workplace Strategies resources are available to anyone at no cost, compliments of Canada Life. To learn more, visit [clwsmh.com](https://clwsmh.com).

