

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



Participant handout

Putting involvement and influence on the agenda:
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** involvement and influence
- **List** areas to increase your involvement and influence
- **Choose** actions to support involvement and influence
- **Prioritize** actions to recommend to senior leadership



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 are included in discussions about how their work is done and have input into decisions that impact their job.”

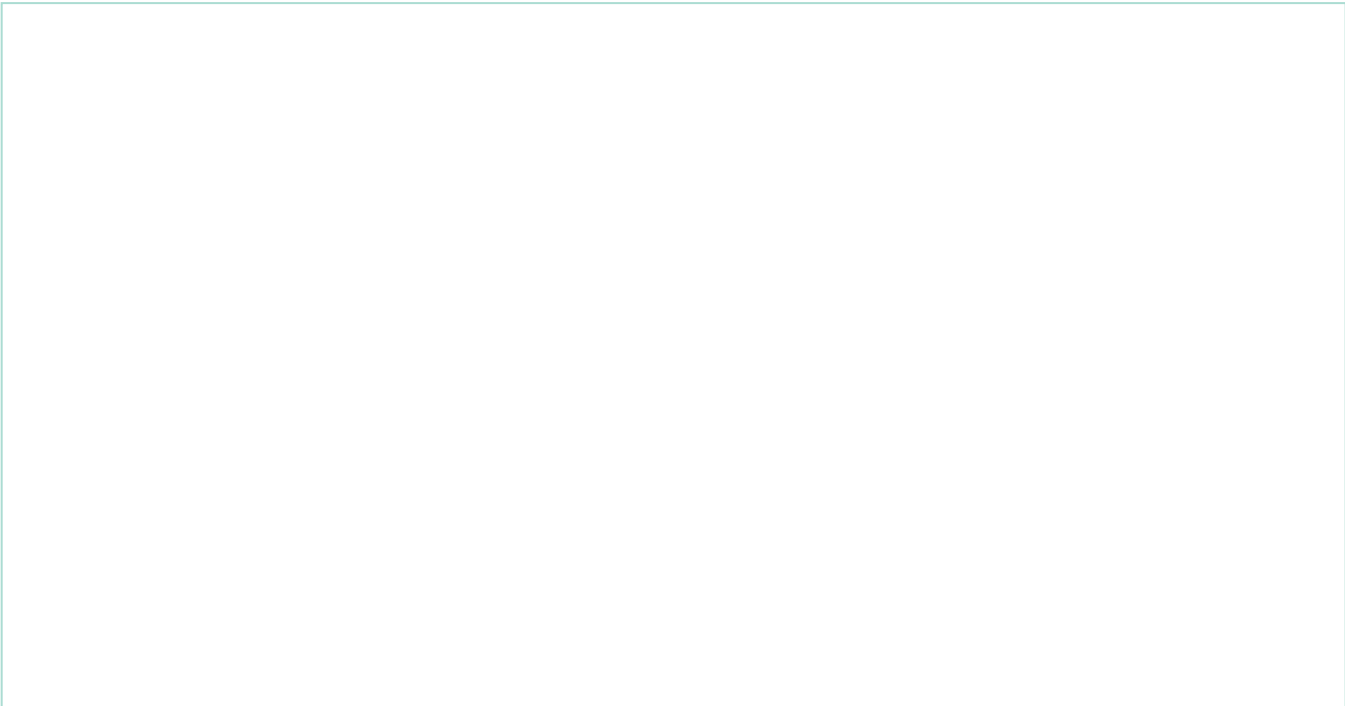
People in this type of work environment would be able to say:

- I am able to talk to my immediate supervisor about how I do my work.
- I have some control over how I organize my work.
- My opinions and suggestions are considered at work.
- I am informed of important changes that may impact how my work is done.
- I am encouraged to participate in decisions that impact my work.

Areas where I'd like more involvement and influence:

A large, empty rectangular box with a thin black border, intended for the user to write down areas where they want more involvement and influence.

Actions that support my involvement and influence:

A large, empty rectangular box with a thin black border, intended for the user to write down actions that support their involvement and influence.

Our top 3 recommendations:

1

2

3

What will you differently?

What could you do differently to support involvement and influence in your own team?

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:

[Before you say no, ask why](#)

Discover the need behind the request before saying no. You may be able to meet the need without agreeing to the original request.

[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.

[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 leadership assessment](#)

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

[Sector-specific strategies](#)

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

[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.

[Supportive performance management](#)

Focus on solutions and employee success instead of problems and failings to help those dealing with life stressors, including mental health issues.

[Team development](#)

Discover team building activities, facilitation strategies for discussions, the importance of resilience and more.

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

