

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



Participant handout

Putting psychological and social support on the agenda:
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** psychological and social support
- **Recognize** what psychological and social support looks like
- **List** words that embody positive psychological and social support
- **Choose** actions that demonstrate psychological and social support
- **Look** at criteria for making meaningful change
- **Recommend** our action



Psychologically safe discussions

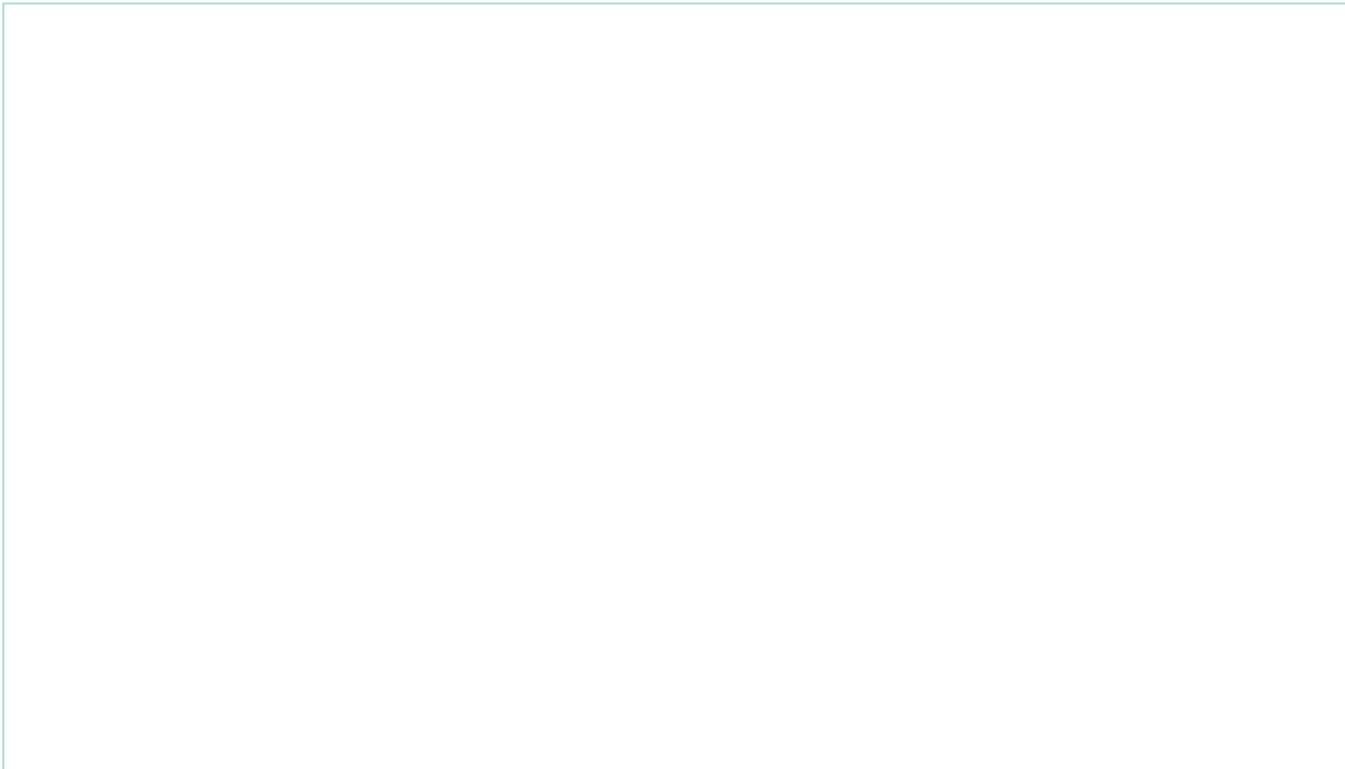
- **Focus** on moving forward and not on the past
- **Offer** constructive suggestions for improvement
- **Discuss** ideas, not individuals
- **Give** everyone the chance to contribute

“A work environment where the organization is supportive of employees’ psychological health concerns and provides assistance as needed.”

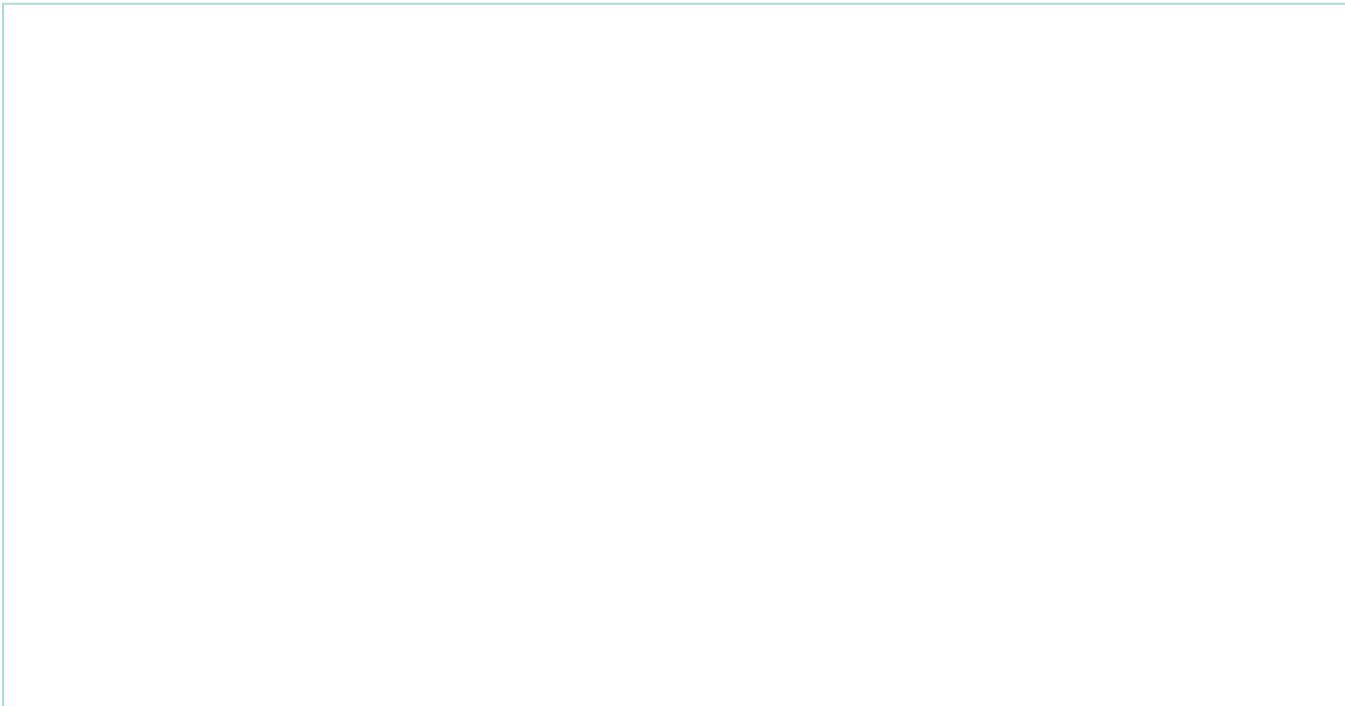
People in this type of work environment would be able to say:

- My employer offers services or benefits that support employees.
- My employer would support me if I were psychologically distressed.
- People in my workplace understand the importance of protecting psychological health and safety.
- People with disabilities are supported to do their jobs effectively.
- My employer helps employees to cope with workplace stress.

Words that embody positive psychological and social support:



Actions that improve psychological and social support:



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:

Accommodation

Use these resources to address the practical, personal and organizational issues so you can support effective accommodation of an employee with a disability.

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.

Building stronger teams

Use this free, downloadable workbook to help build team resilience. You can complete many of the activities in less than 15 minutes.

Employee resources

Use the many tools and resources provided to help employees at work with personal well-being and in their support of family and friends.

Helping troubled coworkers

This article discusses how employees can support co-workers through any life stressors, including mental health problems, without becoming stressed themselves.

Implicit bias

Learn about attitudes or stereotypes that affect our actions, decisions and unconscious understanding towards or against a particular person or group.

Mental Health First Aid

Guidelines from Mental Health First Aid Canada can help you respond more effectively to someone who may be experiencing psychosis or a loss of touch with reality.

Peer supporters

Learn about receiving help from someone who has had similar life experiences coping with illness. Also, find out how you can become a peer supporter in your workplace.

Supporting newcomers

Help protect the psychological safety and facilitating the success of employees new to this country.

Working through it

Share this video series to provide practical coping strategies that can be used by individuals at work, off work and when returning to work.

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

