

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



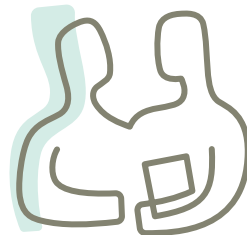
Participant handout

Putting recognition and reward on the agenda:
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** recognition and reward
- **List** areas for recognition
- **Describe** specific actions that express appreciation
- **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 there is appropriate acknowledgement and appreciation of employees’ efforts in a fair and timely manner.”

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

- My immediate supervisor appreciates my work.
- I am paid fairly for the work I do.
- My employer shows appreciation for extra effort made by employees.
- Our organization celebrates our shared accomplishments.
- My employer values my commitment and passion for my work.
- I am recognized for good performance.

Recognition preferences

Name:

Choose one from each of the following pairs as your preference:

Frequent acknowledgement	No more than monthly acknowledgement
Specific to the quality of my work	Specific to my effort and attitude
In public	In private
In writing	Verbally
Individual	As a team

Complete each of the following:

Recognition I don't appreciate includes:

Recognition I appreciate includes:

[Workplace Strategies for Mental Health](#) recognizes that no one can give perfect feedback to everyone, every time. Sharing your preferences can help provide information to make this easier. Either party can remind the other of this information at the time of recognition.



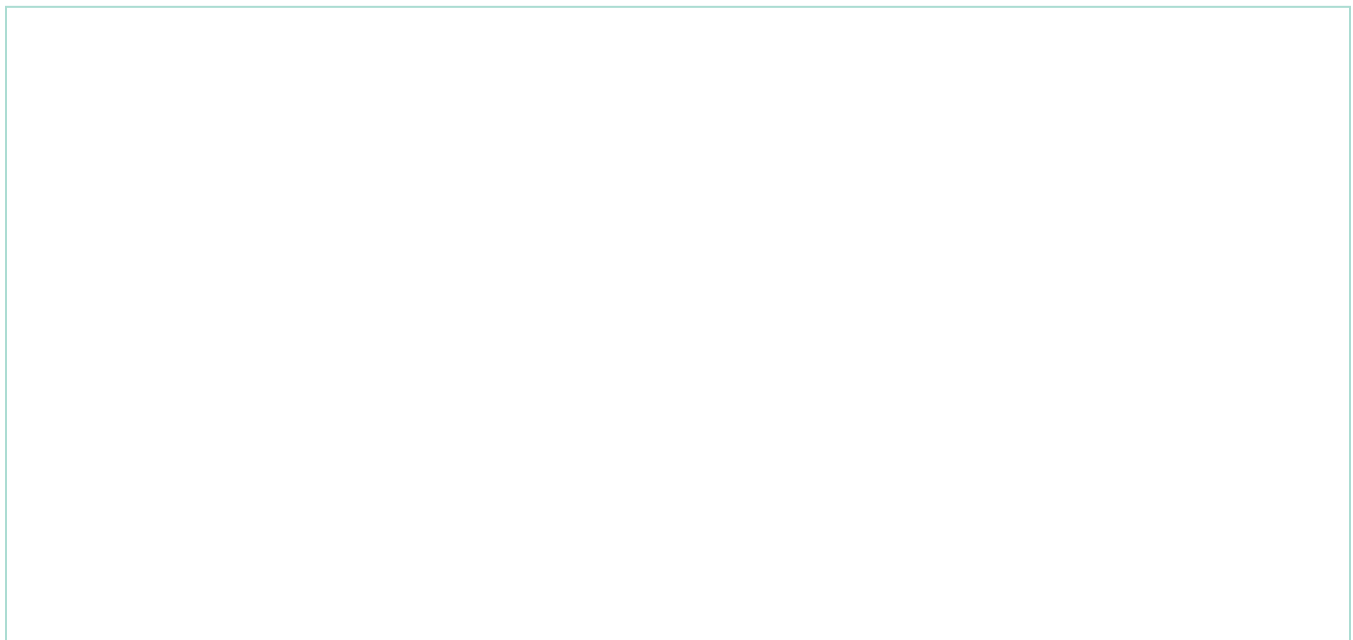
I'd like to be recognized for my:

- Effort
- Initiative
- Quantity
- Progress
- Attitude
- Innovation
- Attendance
- Self-improvement
- Outcomes
- Productivity
- Integrity
- Reaching goals
- Teamwork
- Quality
- Growth
- Milestones



My preferred recognition approaches:

For example, certificates, private praise, public acknowledgement or at team meetings



My preferred actions:

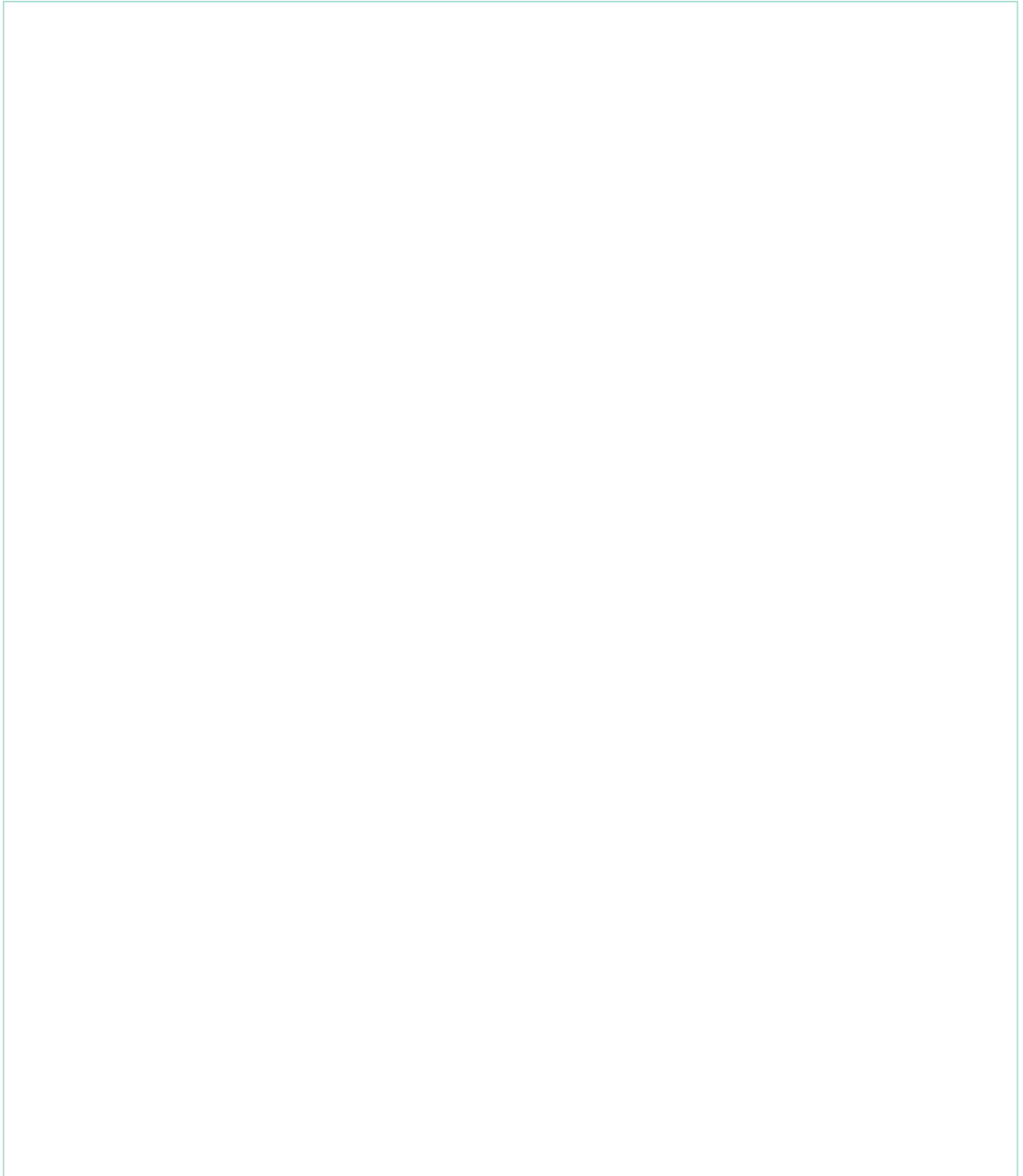
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What will you differently?

What could you do differently to express appreciation to your team members?

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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:

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 strengthen and build team resilience. You can complete many of the activities in less than 15 minutes.

Engaging the Indigenous community

The tips and strategies here can help you create a recognition and reward system that is inclusive and responsive for everyone.

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.

Leadership development

Improve the comfort and effectiveness in resolving workplace issues to enhance psychological health and safety for all. These resources can help.

Psychologically safe leadership assessment

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

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.



Notes

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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.

