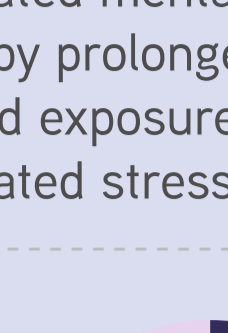


MENTAL HEALTH IN THE WORKPLACE

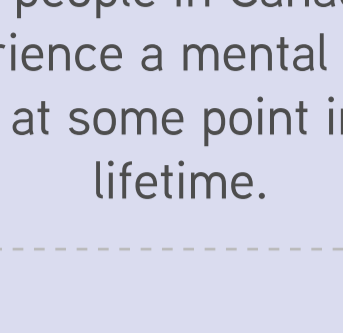


WHAT DOES WORKPLACE MENTAL HEALTH HAVE TO DO WITH YOU?

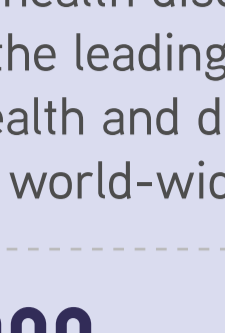
ABSOLUTELY EVERYTHING



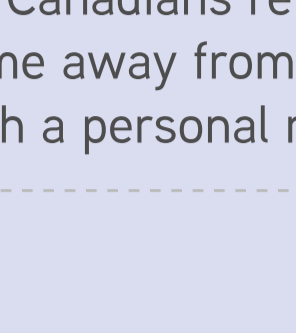
Work related mental stress is caused by prolonged and/or repeated exposure to work related stressors.



1 in 5 people in Canada will experience a mental health issue at some point in their lifetime.

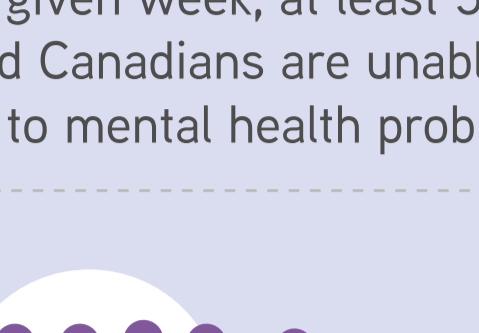


Mental health disorders are among the leading causes of ill-health and disability world-wide.



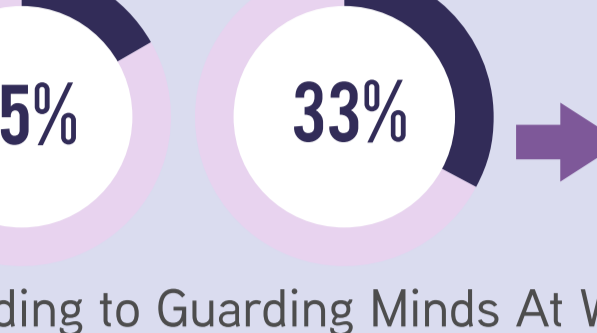
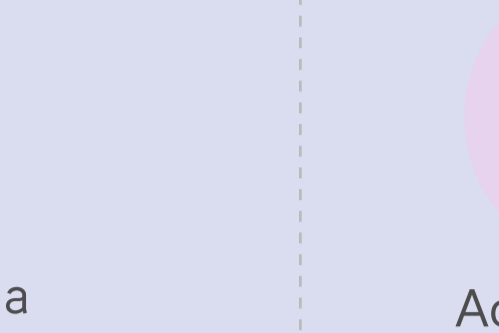
17%

17% of Canadians report that they have taken time away from work and school to deal with a personal mental health issue.



500,000

In any given week, at least 500,000 employed Canadians are unable to work due to mental health problems.



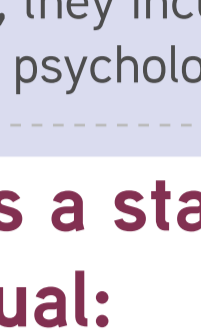
Workplace Mental Health refers to policies, procedures, processes, systems, and initiatives that serve to enhance and protect the overall psychological health of individuals within the work environment.



Employers have a responsibility to protect the health and safety of their employees.



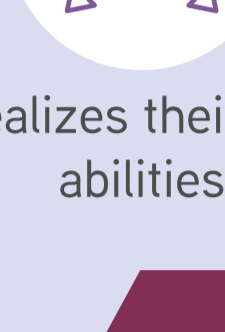
15%



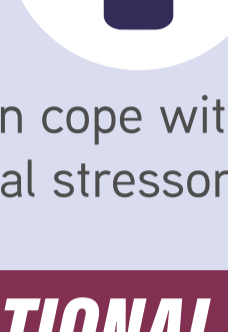
33%

According to Guarding Minds At Work, when employers adopt policies and programs to address psychological safety and health, they incur 15% to 33% fewer costs related to psychological health issues.

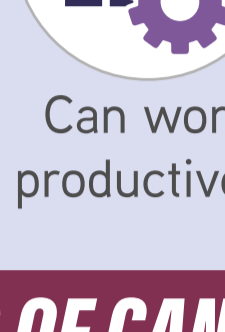
Positive Mental Health is a state in which an individual:



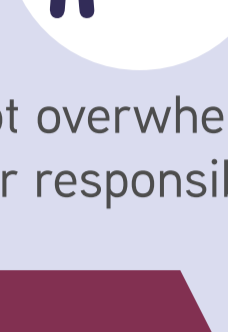
Realizes their own abilities



Can cope with the normal stressors of life

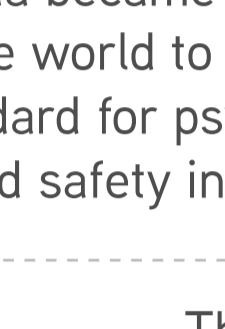


Can work productively

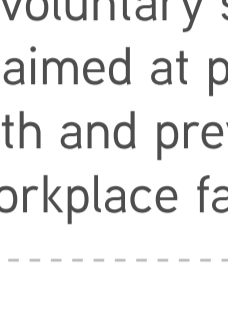
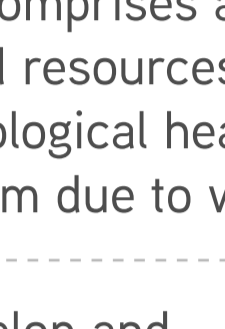
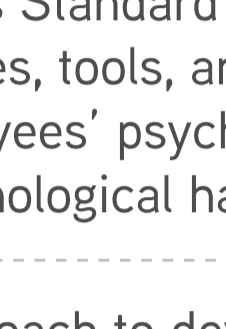
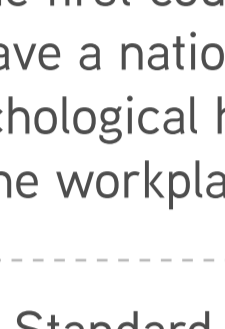


Is not overwhelmed by their responsibilities

THE NATIONAL STANDARD OF CANADA FOR PSYCHOLOGICAL HEALTH AND SAFETY IN THE WORKPLACE



Canada became the first country in the world to have a national standard for psychological health and safety in the workplace.



This Standard comprises a voluntary set of guidelines, tools, and resources aimed at promoting employees' psychological health and preventing psychological harm due to workplace factors.

The Standard provides a systematic approach to develop and sustain a psychologically healthy and safe workplace by:

01 Identifying possible psychological hazards in the workplace

02 Assessing and controlling the risks from unpredictable hazards

04 Nurturing a culture that promotes psychological well-being

03 Implementing practices that support and promote PH&S throughout the workplace

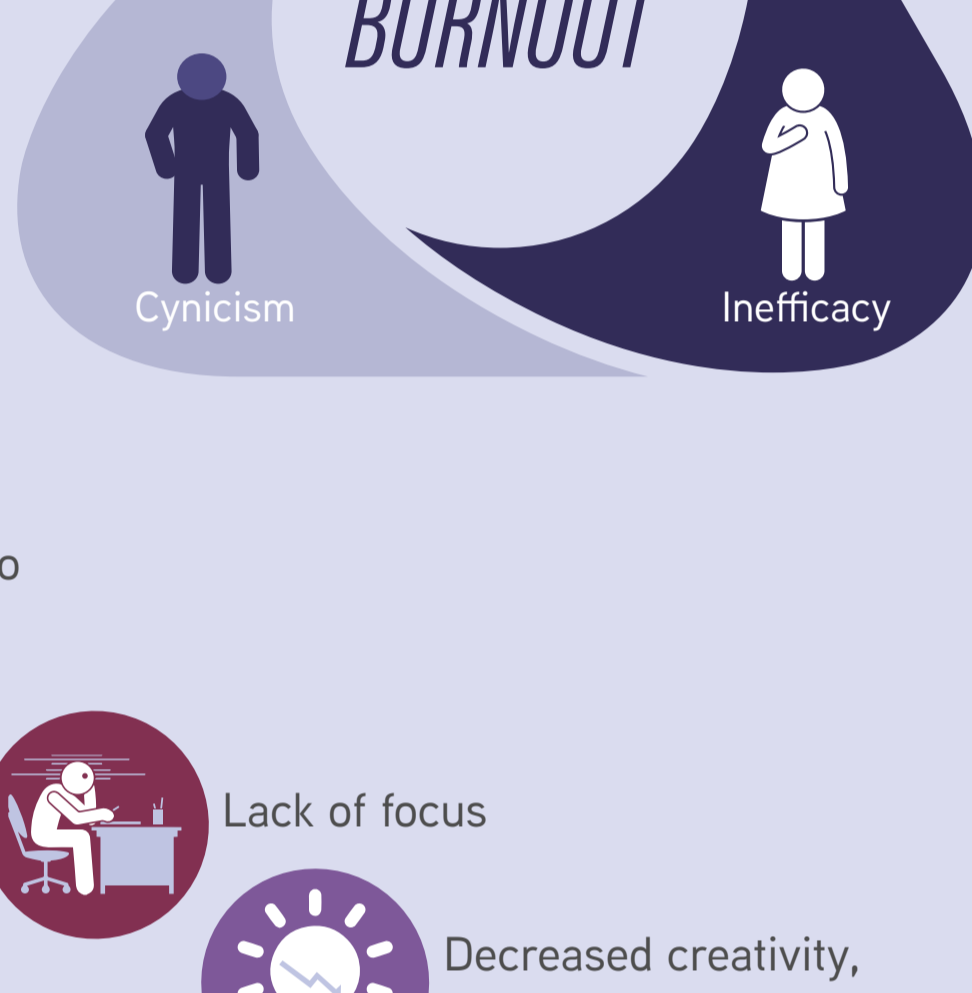
MENTAL HEALTH ISSUES

WHAT TO LOOK FOR

BURNOUT

Burnout is more than a bad day or a bad week. It's a problem that significantly interferes with one's health, happiness, and overall quality of life.

Burnout is a three-part syndrome consisting of:



Burnout is a state of fatigue, while feeling frustrated, overworked and unappreciated.

Need more hours to get work done

Lack of personal support, isolation

24

Lack of focus

Emotionally down

Decreased creativity, lack of new ideas

Lack of satisfaction with life

Fatigue, low energy

Physical illness - ulcers, headaches, infection, heart and blood pressure

Lack of enthusiasm and interest in work

Blaming, distrust of others, complaining

Can't sleep or disrupted sleep

Irritable, pessimistic, and cynical

Forgetfulness

Substance abuse

Feeling of a lack of control in life

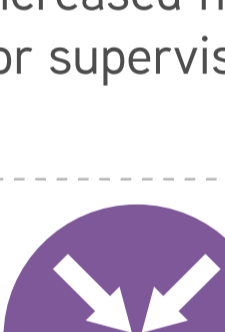
15 Danger Signs Of Burnout

GENERAL MENTAL ILLNESS INDICATORS IN THE WORKPLACE

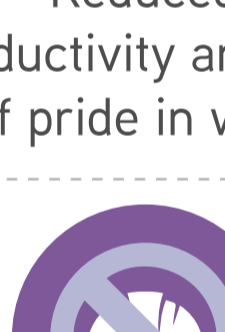
Exhibiting several of these, could indicate that someone may be experiencing a mental illness, and intervention and assistance is needed. Being alert to these can ensure a healthy work environment.



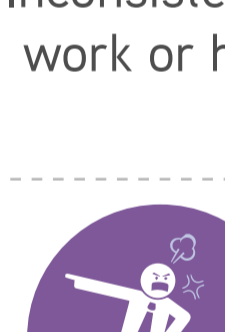
Excessive lateness or absences



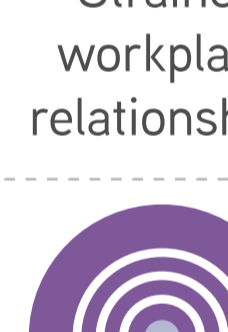
Increased need for supervision



Reduced productivity and loss of pride in work



Inconsistency in work or habits



Strained workplace relationships



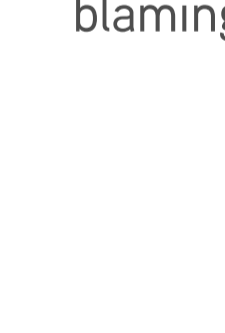
Substance abuse or self-medicating



Inability to concentrate



Violation of safety procedures



Excuses and blaming



Unexplained aches and pains

- Increase Awareness
- Manage The Risks Factors
- Reduce Stigma
- Provide Support

“ Never give up on someone with mental illness. When 'I' is replaced with 'We', illness becomes wellness. ”

Shannon L. Alder

WORKPLACE ACTION PLAN

GET C.L.E.A.R. ON WHAT'S REQUIRED FOR BUILDING A PSYCHOLOGICALLY HEALTHY WORKPLACE

CULTURE

Foster overall psychological health and a respectful workplace based on trust, honesty, fairness and recognition. Don't sit back and wait for problems to come to you. Examine what you can change to create an environment that is conducive to promoting mental health including workload management and decision making processes. Encourage employees to ask questions, report issues, and propose new ideas without the fear of negative consequences.

LEADERSHIP

Make mental health a priority. Obtain active support from organizational leaders. Be sure to train leaders at all levels. Communicate your mental health policy and look for prevention opportunities.

EDUCATION

Enhance knowledge to facilitate recognition, identification, and support of mental health issues and mental illness challenges. Look beyond the workplace to what resources you can offer to help meet personal, as well as, workplace challenges.

ACCESSIBILITY

Employees need to easily find policies, procedures, and support for the problems they are facing.

RELATIONSHIPS

Monitor and understand workplace relationships and conflicts. Ensure civility and respect in all interactions.

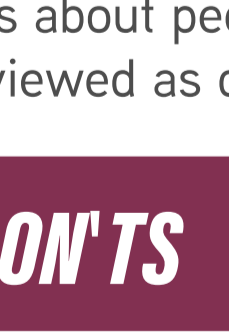
ELIMINATE MENTAL HEALTH STIGMA



Stigma is perhaps the biggest barrier to mental health care



Stigma is really about prejudice and discrimination



Prejudice is holding negative attitudes or beliefs about people who are viewed as different



Discrimination is acting on these ideas or beliefs

STIGMA DO'S AND DON'TS

DO



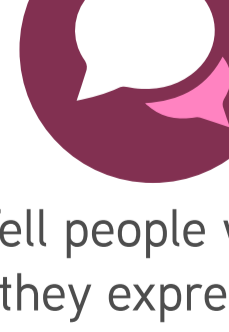
Educate yourself about mental health challenges and issues



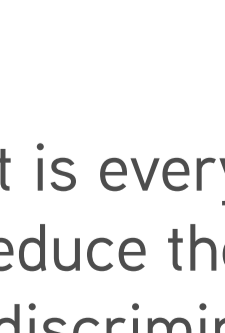
Emphasize abilities, not limitations



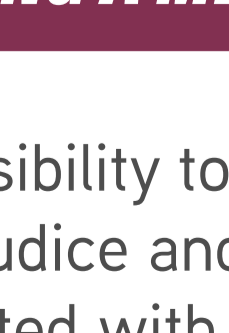
Refer to the person not the disability or illness



Use respectful language



Foster a healthy workplace environment



Tell people when they express a stigmatizing attitude

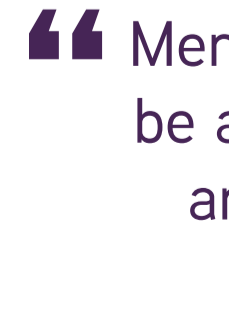
DO NOT



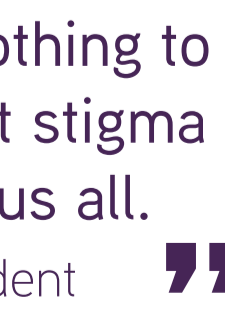
Portray successful people with disabilities as the exception



Use generic labels such as "retarded" or "the mentally ill"



Use terms like "crazy," "lunatic," or "insane" in general conversation



Let stigma create self-doubt and shame

“ Mental illness is nothing to be ashamed of, but stigma and bias hurt us all. ”

Former US President Bill Clinton

CREATING A MENTALLY HEALTHY WORKPLACE

It is everyone's responsibility to reduce the stigma, prejudice and discrimination associated with mental health issues.

Education, understanding, and support are key to creating a psychologically safe and healthy workplace.

