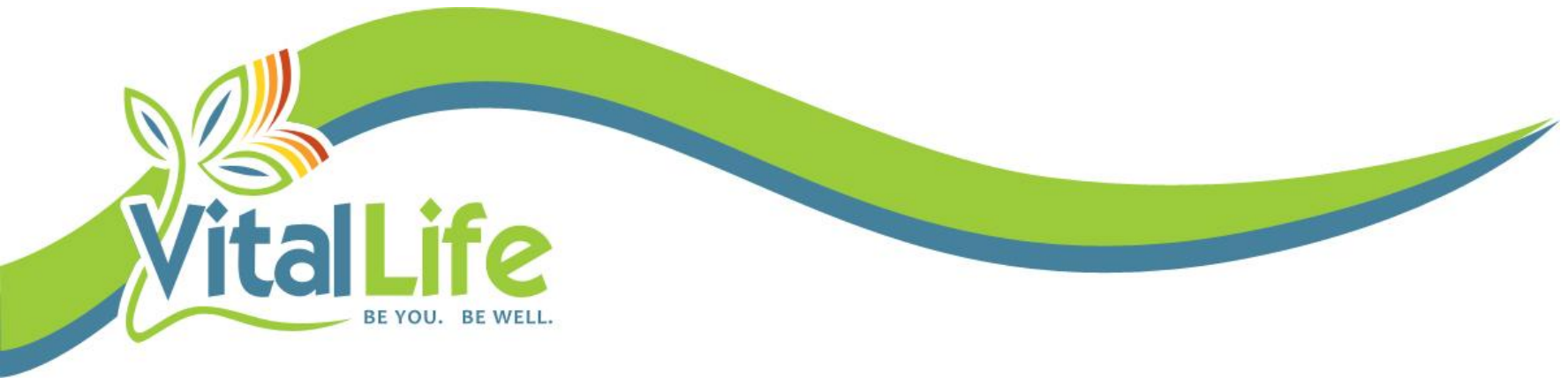


Workplace Mental Health:

Lunch & Learn for Employees



Introduction

- About Me
- About Vital Life



Supported by a grant from the **Research and Workplace Innovation Program** of the **Workers Compensation Board of Manitoba**.

This information is provided for educational and awareness purposes only.

Overview of Employee Training

- Introduction to Mental Health & Addictions
 - Workplace Signs
- Costs of Mental Health & Addictions
- What to do?
 - **T.A.L.K.S.**
- Workplace Responsibilities
- Promoting Psychological Safety
 - The National Standard
- Resources

What is Mental Health?

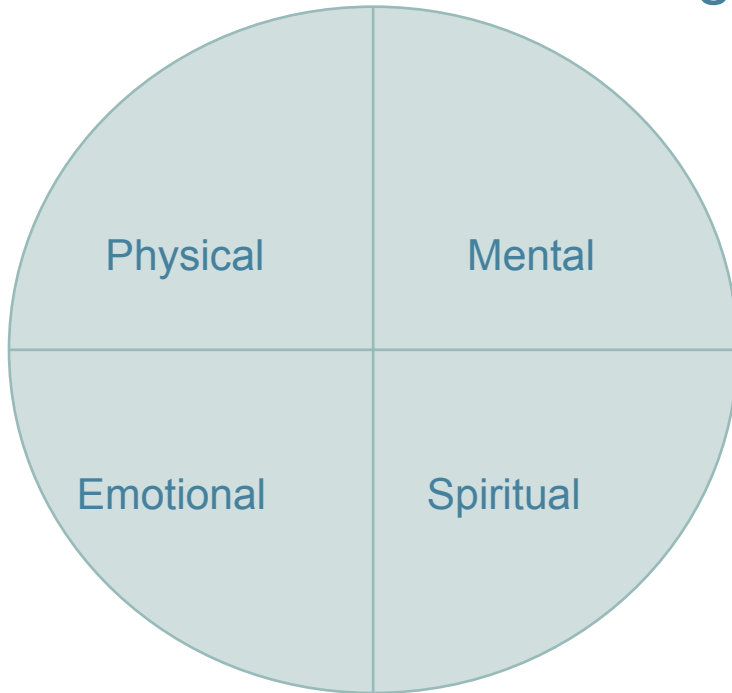
A state of **well-being** where a person can realise their own abilities, can **cope** with the normal stresses of life, can work **productively** and fruitfully and is able to make a **contribution** to his or her community.

The World Health Organisation

What Influences Our Mental Health?

- Family history (genetics), **Workplace Stress**
- Lifestyle (e.g., smoking, exercise, substance use)
- Access to supports (healthcare, friends, family)
- Personal and intergenerational Trauma

➤ *Canadian Centre for Occupational Health & Safety*



Mental Health Problems Occur

- When someone loses the ability to cope with everyday pressures.
- When it interferes with a **person's enjoyment of life or their interactions with others.**
- When the demands placed on someone are too high like.....?

Workplace Signs of a Possible Mental Health Problem

- Frequent absences
- Increased sick time
- Incomplete work
- Missing deadlines
- Increased accidents
- Unable or unwilling to adapt to change
- Impaired learning
- Problems with memory or focus
- Increased helplessness
- Extreme changes in mood (for example, aggression or crying)

Could be a reason
other than
mental health!

Are Mental Health issues Common?

1 in 5 Canadians will experience a
mental health problem or addiction in
their lifetime.

➤ *Centre for Addiction and Mental Health*

Addictions & Mental Health

- Addictions are often tied to mental health problems.
- More than half the people with an addiction problem identify with having a mental health problem.



➤ *Mood Disorders Society of Canada*

What is Addiction?

An unhealthy relationship between a substance and / or event that contributes to life problems and their recurrence.



- Addictions Foundation Manitoba, 2001

Workplace Signs of a Possible Addictions Problem

Physical Signs

- Slurred speech
- Slowed reaction time
- Sweating profusely
- Bloodshot eyes
- Shaky/ trembling
- Unsteady
- Smell

Behavioural Signs

- High or low mood
- Appearing nervous or anxious
- Dazed or confused
- Secretive
- Isolated

Performance Signs

- Frequent absences
- Increased sick time
- Incomplete work
- Missing deadlines
- Increased accidents at work

Costs of Mental Health Problems in the Workplace

- Financial costs
- Productivity losses
- Performance issues
- Increased risk to physical safety
- Death!

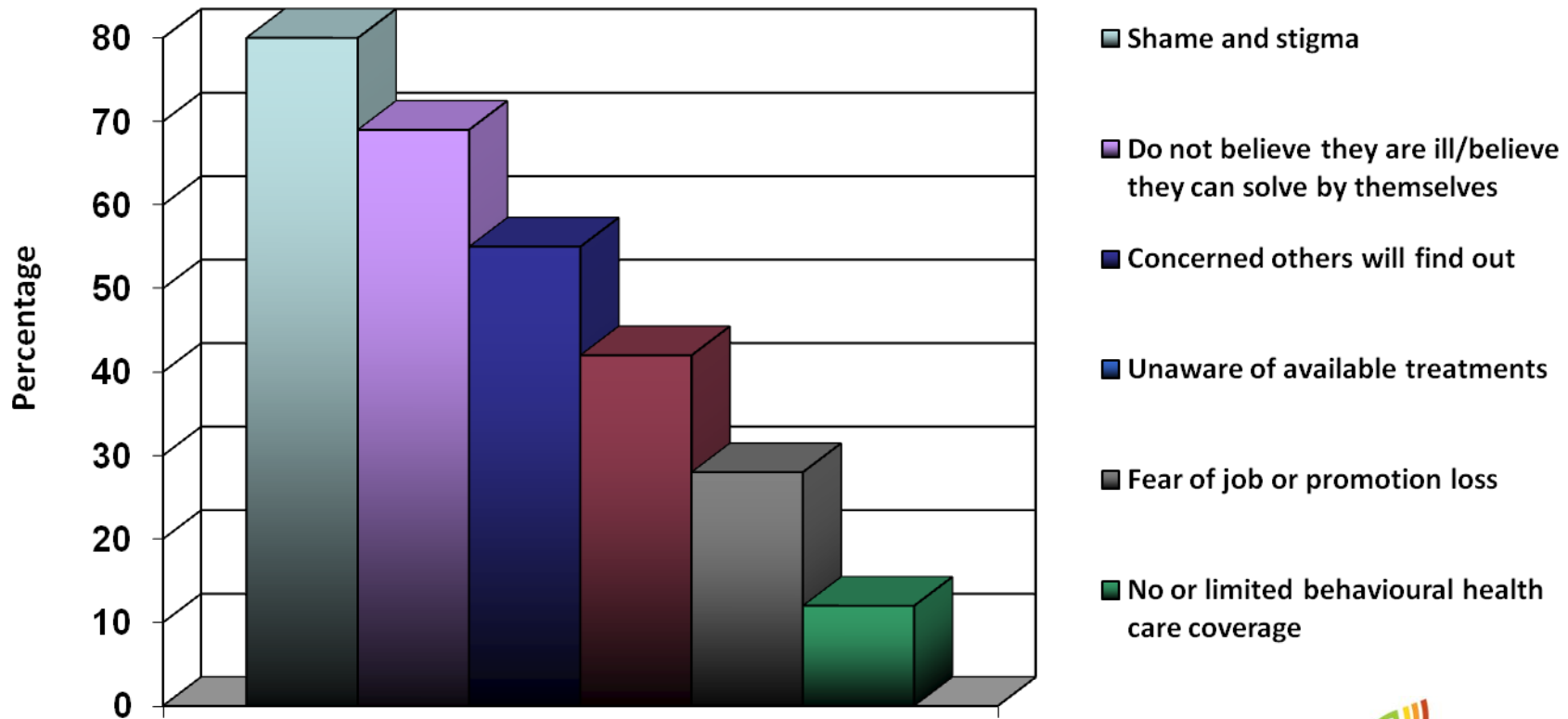


Would you tell your manager if you had a mental health or addiction problem?

66% would NOT have an open discussion with their boss about their mental health.

50% said that if they knew about a co-worker's illness, they would want to help.

Why Don't Employees Get Help?



Information taken from *Employee Benefit News*

What to do: T.A.L.K.S.

- **Talk** to a trusted listener about stressors and mental health concerns.
- **Ask** supervisors for resources.
- **Learn** your employer's mental health policies and procedures.
- **Know** the risks of not speaking up.
- **Seek** out the help of a medical professional if you are worried about your own mental health.

A Psychologically Healthy & Safe Workplace

- Promotes employees' mental well-being and **actively works** to prevent harm to employee psychological health due to negligent, reckless or intentional acts.

➤ *Guarding Minds@Work*



Canada Standard Association (CSA) for Psychological Health & Safety in the Workplace

- Voluntary set of guidelines, tools and resources that promotes employees' psychological health and prevents psychological harm caused by workplace factors.

13 Workplace Mental Health Factors



1. Psychological Support



2. Civility & Respect



3. Recognition & Reward



4. Balance



5. Organizational Culture



6. Psychological Job Fit



7. Involvement & Influence



8. Psychological Protection



9. Clear Leadership & Expectations



10. Growth & Development



11. Workload Management



12. Supportive Physical Environment



13. Engagement

Workplace Responsibilities

- A written policy
 - Offer to assist
- Accommodation
- Confidentiality



Tips for Improved Mental Health

- Eat right and keep fit
- Make time for family and friends
- Give and accept support
- Create a meaningful budget
- Volunteer
- Manage stress, anger and conflict
- Learn to be optimistic
- Identify and deal with moods
- Learn to be at peace with yourself
- Stress reduction “rituals”
- Build confidence and self-esteem
- Other suggestions?



Employee Resources

- **Employee Assistance Program (EAP)**
 - It is free and confidential.
- **Employee Benefits Package**
- **Occupational Health and Safety Officer or Nurse**
- **Company Doctor, Family Doctor**
- **SAFEWork Manitoba**
- **Vital Life**

Mental Health & Addiction Resources

- WRHA's Mental Health Mobile Crisis Service
 - Mental Health Crisis Response Centre (817 Bannatyne)
- Addictions Foundation of Manitoba
 - Provincial Adult Addictions Info Line: 1-855-662-6605
- Mental Health Education Resource Centre (MHERC)
- Canadian Mental Health Association

Employees in Crisis

If an employee is experiencing a mental health crisis, you can call the Mobile Crisis Unit at **204-940-1781**.

You can always call 911 for assistance if an employee is a threat to their own safety, or the safety of others.



Questions?