13 Workplace Factors known to impact Mental Health

- 1) psychological & social support;
- 2) organizational culture;
- 3) clear leadership and expectations;
- 4) civility and respect;
- 5) psychological job demands;
- 6) growth and development;
- 7) recognition and reward;
- 8) involvement and influence;
- 9) workload management;
- 10) engagement;
- 11) work/life balance;
- 12) psychological protection from violence, bullying, and harassment;
- 13) protection of physical safety; and other chronic stressors as identified by workers.



POSSIBLE SIGNS OF ADDICTIONS OR MENTAL HEALTH PROBLEMS AT WORK



POSSIBLE ACCOMMODATIONS FOR A WORKER WITH A MENTAL HEALTH PROBLEM

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What You Can Do

- 1) Show your concern as a work performance issue.
- 2) Arrange a private meeting with the employee.
 - Respect employee's confidentiality.
 - Document this meeting with the facts rather than opinion.
 - Objectively focus on their performance.
 - Be clear about performance and behavioral expectations.
- 3) Find possible solutions.
 - Tell the employee of the availability of providing accommodations if medically supported.
 - What does the employee need to be productive?
 - Accommodation: casual or official, temporary or permanent.
 - · Are there resources available?
 - Provide access to an Employee Assistance
 Program or other resources, like community services.
- 4) Set a time to meet again in the future to review performance.



What You Shouldn't Do

- Don't be nosy.
- Do not offer a pep talk. Assumes they can just "get over it" and may be insulting that they haven't been trying hard enough.
- Do not be accusatory. Focus on work performance.
- Do not say "I've been there". You may not understand or relate to a mental health problem, but that shouldn't stop you from offering help.
- Don't ask for the cause or name of illness. Focus on how the employee's behaviour is impacting their work and finding solutions.