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**!
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 and 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?