



Canadian Mental
Health Association
Mental health for all

Association canadienne
pour la santé mentale
La santé mentale pour tous

Awareness of Mental Health in the Workplace

SafeCare BC

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About CMHA

- One of Canada's most established charities, now 100
- Our policies and programs anchored in evidence and informed by people's personal experience.
- We work towards mental health for all, including people with addictions.
- Over 120 locations throughout Canada; 14 in BC



Today we will:

- Talk about mental health in a workplace context
- Consider an approach for supporting workers with mental health issues in the workplace
- Talk about how to maintain our own mental health
- Look at what makes a psychologically healthy workplace
- Learn about mental health resources in BC



Mental Health The Bigger Picture



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It's more common than we think...

- **1 in 5** of us will have a mental illness in our lifetime
- Most of the **1 in 5** will have a significant episode between the ages of 18 and 65
- Many will not seek or get help



Names for Mental Illnesses

- Clinical Depression
- Panic/Anxiety Disorder
- Eating Disorders
- Bi-Polar/Manic-Depression
- Addictions
- Post-traumatic Stress Disorder
- Schizophrenia, etc.

For more details on mental health, disorders, treatments, in multiple languages, see www.heretohelp.bc.ca





Self-Help Resources

Share this



Mental Health

ADHD
Alzheimer's disease + Dementia
Anxiety disorders
Bipolar disorder
Co-existing mental health + substance use problems
Depression
Eating disorders
Fetal alcohol spectrum disorder
Grief
Personality disorders
Psychosis
Schizophrenia
Self-harm
Stress

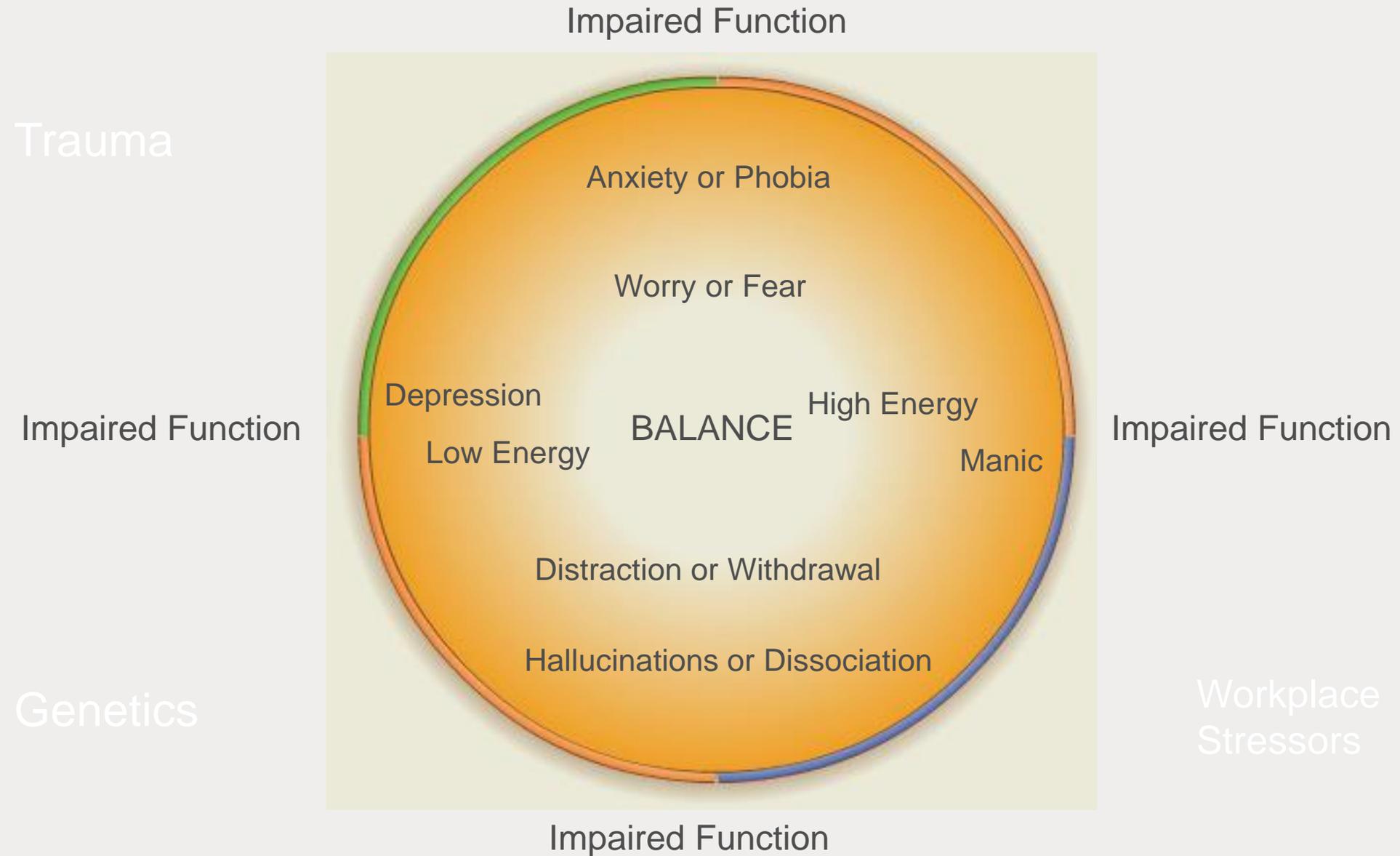
Alcohol and Other Drugs

Alcohol
Caffeine
Cannabis
Club drugs
Co-existing mental health + substance use problems
Cocaine
Fetal alcohol spectrum disorder
Hallucinogens
Heroin
Inhalants
Medications
Meth
Steroids
Tobacco

Be sure to check out

- **Managing Mental Health**
Learn more about managing mental illnesses and maintaining good mental health. This is where you'll find info sheets, workbooks, and other tools that support good health.
[more.](#)
- **Managing Substance Use**
Learn more about substance use, how substances like drugs or alcohol fit into your life, and why people use substances.
[more.](#)
- **Screening Self-Tests**
Our screening self-tests for wellness, mood, anxiety and risky drinking help you learn more about your mental health or substance use. Use them to reflect on

Continuum of Mental Health



Depression

- What changes
 - ↓ Mood / Self esteem
 - ↓ Patience
 - ↓ Energy
 - ↓ Productivity
 - ↓ Concentration
 - ↕ Weight
 - ↕ Sleep
- Risk factors
 - Family history
 - Past experience
 - Work environment
- Treatments
 - Medication
 - Psychotherapy
 - Peer support



Anxiety Disorder

- What changes
 - ↑ Worry
 - ↑ Restlessness
 - ↑ Irritability
 - ↑ Tension
 - ↓ Concentration
 - ↓ Sleep
 - ↓ Energy
- Risk factors
 - Stress
 - Trauma
 - Illness
- Treatments
 - Psychotherapy
 - Mindfulness
 - Medication



Substance Use Disorder

- Often combined with other mental health problems
- Substances are commonly used to self-medicate
- People with substance use problems may hide their situation
- Several types of substances
- Signs and symptoms may vary



Risk Factors

- Genetics
 - family history
 - personal history
- Personal factors
 - finances
 - relationships,
 - workplaces stress
- Trauma
 - Illness
 - Accidents
 - past experiences



Protective Factors

- Awareness of mental health
- Social support (relationships)
- Sense of belonging (community or cultural connection)
- Environmental factors (workplace, community, home)
- Personal resilience (physical, emotional wellbeing, personal coping skills, optimism)



Mental Health in the Workplace



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Importance of early awareness and effective treatment

Early identification and effective treatment =

- ↓ disability time
- ↓ treatment time
- ↓ severity of symptoms
- ↓ illness duration

And improves probability of return to high levels of productivity!*

*C. Dewa, et al.



Working – in a healthy workplace – contributes significantly to recovery

- routine
- social contact
- activity
- contribution, meaning
- sense of identity
- financial security



***If I were struggling at work, how
would I want my colleagues to
treat me?***



When a co-worker is struggling at work

- Step back from assumptions, judging, labeling
- Consider how to show caring behaviour
- Refrain from participating in gossip, sharing damaging stories



What if they push back?

- Accept their response, and indicate:
“I will be here if you change your mind”
- Keep trying with offers of help with genuine care and concern, later on if appropriate
- Your offers of support have a positive impact that you may not see
- We can continue to reach out with care and concern



***If I were off work, how would I
want my colleagues to
communicate with me?***



When a co-worker is off work

Find a way to say

- We haven't forgotten about you
- We hope you begin to feel better soon
- We still consider you part of our team
- We're looking forward to when you return



***If I were returning to work after
sick leave, what would I find
helpful from colleagues?***



When a co-worker returns to work

Find a way to say

- Welcome back
- It's good to have you back
- Let me know if you need a hand
- This is what we've been up to while you were away
- How can we help?



Staying Safe and Healthy

Stress, low mood and depression in the workplace

- Many of the signs and symptoms of stress, low mood and depression are the same
- Any of us can experience these
- Most important thing is to **recognize** when there is a change in our behaviour and **respond**
- Early intervention = better outcomes - **refer**

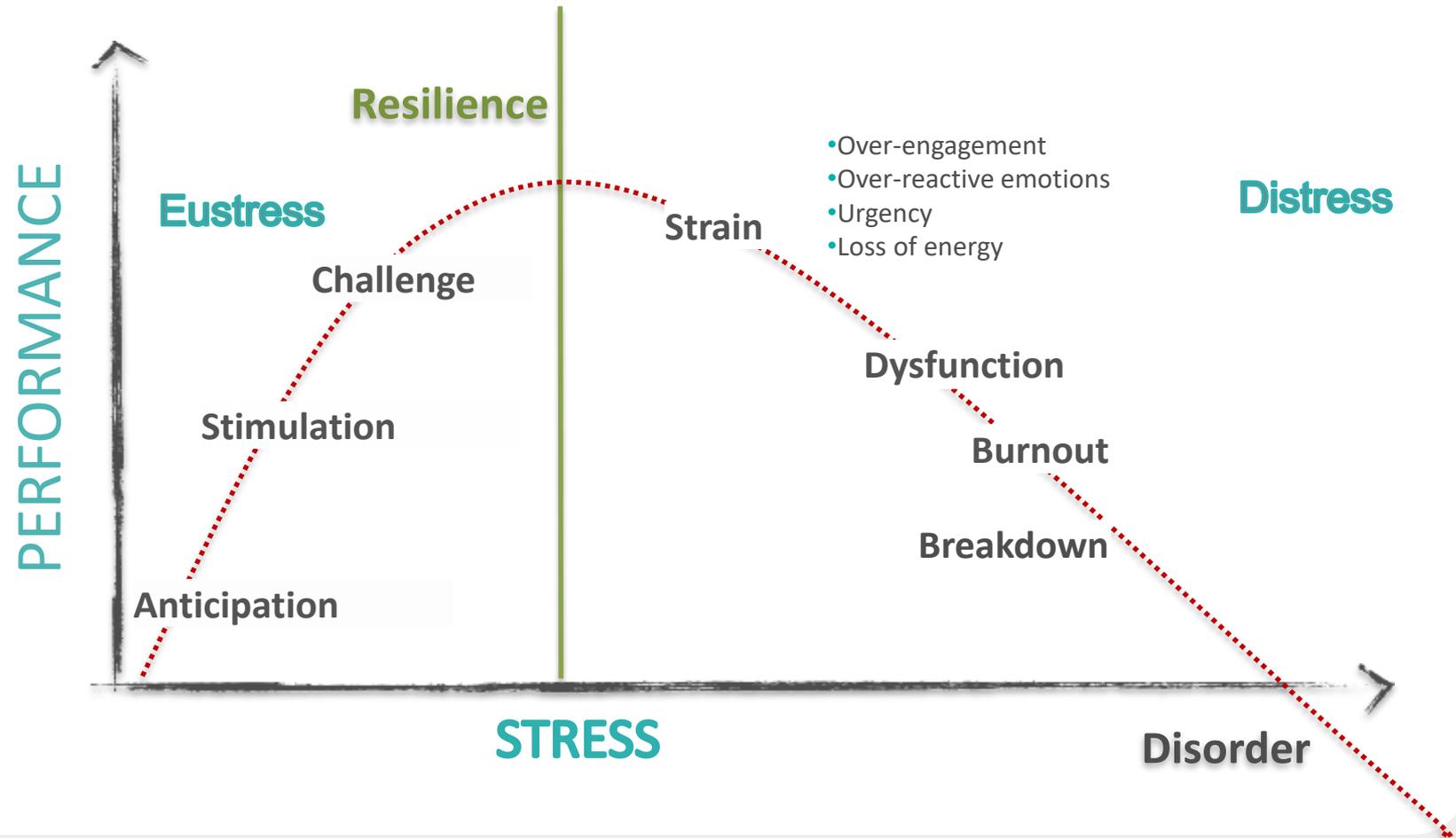


What is stress?

- Stress is a response to emotional and/or physical threats to an event or a circumstance
- If we decide that a situation is demanding and we feel that we may not be able to cope, we label it as “stressful”
- Stress affects individuals differently
- Stress can affect every aspect of our lives
- Stress can be positive or negative



Stress and depression continuum



Sources of stress

There are two main sources:

- General life stress triggers
- Work-related stress triggers

What are yours?

What are your ways of coping?



Self Care

- Practice healthy nutrition
- Breathe
- Practice work-life balance
- Seek and give support (co-workers, family, community)
- Take a break
- Relax
- Walk
- Debrief difficult situations
- Take care of your mind and body
- Treat yourself



Mindfulness & Meditation

- Mindfulness is about noticing, not thinking
- Meditation is about setting some kind of intention for relaxation, reflection or concentration
- Practices are closely related



Mindfulness practice

Let's try it out - just for 2 minutes.

- If you wish, put your hands on your legs
- There will be periods of silence during the audio tape
- Please don't make sounds for these 5 minutes
- Continue to breathe
- If you wish, close your eyes



SOBER

Stop, observe, breath, expand, respond



Prevention of Harm and Promotion of Psychologically Healthy Workplaces



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WorkSafeBC and mental health

- Compensation for Mental Disorders Caused by Workplace-Related Stressors
ref. Sec 5.1 of Workers' Compensation Act
Updated May 2018- presumptive for named occupations
- Health and Safety Requirements for Prevention of Bullying and Harassment
ref. Sec 115 of Part 3 of Workers' Compensation Act



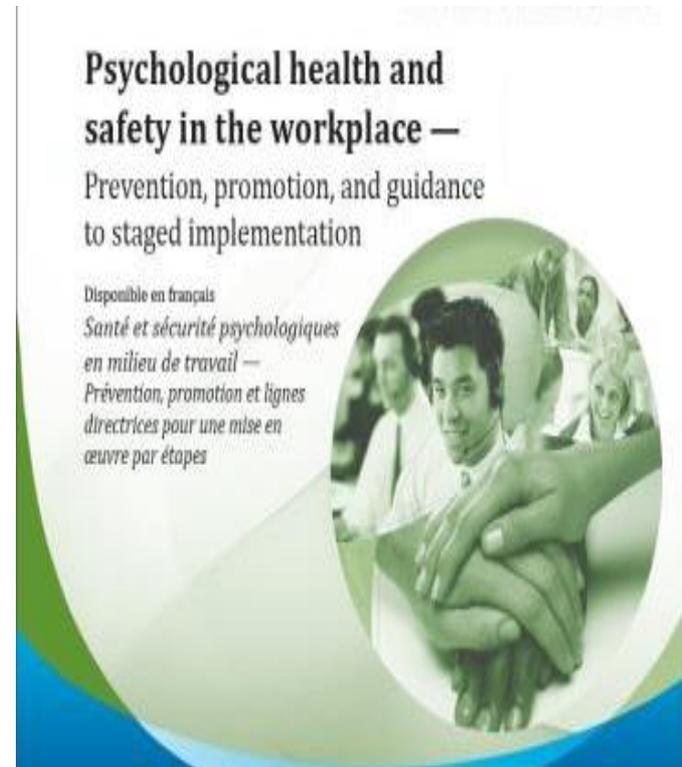
The National Standard: Jan 2013

A framework to create and continually improve workplaces, striving to make them psychologically healthy and safe.

www.csa.ca/Z1003

Implementation guide:

<http://www.csagroup.org/documents/codes-and-standards/publications/SPE-Z1003-Guidebook.pdf>



What is a psychologically healthy workplace?

1. Psychological Support
2. Organizational Culture
3. Clear Leadership & Expectations
4. Civility & Respect
5. Psychological Competencies & Requirements
6. Growth & Development
7. Recognition & Reward
8. Involvement and Influence
9. Workload Management
10. Engagement
11. Balance
12. Psychological Protection
13. Protection of Physical Safety



Resources

Getting help

- Family doctor best first point of contact
- Your Employee & Family Assistance Program
- Benefits plan may offer psychological services
- Supervisor, Manager, HR and/or Union
- Crisis Line 1-800 SUICIDE or Help Line 310-6789
- Canadian Mental Health Association





GET LOUD. TAKE ACTION.

#b4stage4

Let's improve mental health and
addictions care in BC



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Workplace Health Resources

CMHA's national Bottom Line Conference on workplace mental health
www.bottomlineconference.ca

Workplace Strategies for Mental Health
www.workplacestrategiesformentalhealth.ca

Canadian Mental Health Association
www.cmha.bc.ca
www.cmha.ca

Guarding Minds @ Work
www.guardingmindsatwork.ca

HeretoHelp
www.heretohelp.bc.ca



CMHA - Resources for coworkers, friends and family members

**LIVING LIFE
TO THE FULL**

helping you to help yourself

BounceBack
reclaim your health



heretohelp

Mental health and substance use
information you can trust

**Confident Parents
Thriving Kids**



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More to learn

Workshops are available through CMHA:

- Safe and Sound – workplace psychological health and safety
- Mental Health Awareness – for all workers
- Leadership Training including for union leaders
- Compassion Fatigue
- Understanding Addictions online course
- Mental Health First Aid
- Suicide awareness and intervention – SafeTalk and ASIST
- Certified Psychological Health and Safety Advisor training
- Webinars
- Not Myself Today employee engagement campaigns



Questions? Comments?

Thank You

Keep in touch!

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