

# SUPPORTING EMPLOYEE MENTAL HEALTH



## The What

Canada's national standard for psychological health and safety outlines a systemic approach to develop and sustain a psychologically health and safe workplace.

## The Why

All organizations rely on people to create success. Peak performance both as individuals and teams require psychological safety. Prioritizing mental health is the right thing to do for both employees and the bottom line. This Canadian study provides the evidence that workplace mental health programs yield valuable returns. The ROI in the workplace mental health programs: Good for people, good for business.

## The How

The Mental Health Commission has created a comprehensive approach to developing policy and programming to support the wellbeing of workers. Psychological Health & Safety: An Action Guide for Employers.

Following the P6 Framework outlined in the MHCC guide we have gathered additional resources, and examples of programming to support creating psychological safety in your workplace.



## SUPPORTING EMPLOYEE MENTAL HEALTH

# RESOURCE LIST

### POLICY

How to build your mental health committee or action team. A helpful guide to starting your workplace wellness team.

### PLANNING

Workplace Mental Health Essentials identifies four mental health drivers to focus on as you build your programming.

CAMH'S Mental Health Playbook for Business Leaders outlines a roadmap for planning and implementing a successful workplace mental health strategy.

Mental Health in the Workplace A Playbook for Employers contains current data from Ontario workplaces.

The Guarding Minds at Work Survey is a free resource that can assess the current psychological safety in your workplace.

Workplace Wellness Toolkit offering some great examples for planning your activities.

### PROMOTION

Canadian Mental Health Association Waterloo Wellington offers a variety of programming to support mental health promotion. Contact Katrina Burch at 519-821-8089 Ext. 2036 or [education@cmhaww.ca](mailto:education@cmhaww.ca) for more information about workplace and corporate wellness.

6 Ways to Build a respectful Workplace is a short video and accompanying blog post that outlines how to build respect and trust in the workplace.

**A Practical Toolkit to Help Employers Build and Inclusive Workforce** helps workplaces increase accessibility, inclusiveness and address the needs of workers living with mental illness. A Practical Toolkit to Help Employers Build an Inclusive Workforce -Mental Health Commission of Canada.

The Canadian Centre for Diversity and Inclusion helps employers to effectively address diversity, equity and inclusion within Canadian workplace.

# RESOURCE LIST

### PREVENTION

Putting Balance on the Agenda offers a [facilitators guide and slides](#) to lead a discussion about addressing and improving balance in your workplace work-life balance.

[Work/Life Balance Fact Sheet](#)

[Tips for Stress Management](#)

[Mental Health Awareness Videos](#) is a series of interviews with people with mental illness at work discussing what has helped.

[Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace](#) is a free course outlining the 13 factors that influence psychosocial health and safety in the workplace.

[White Board Animation Videos](#) on the 13 factors in the National Standard for Psychological Safety in the Workplace.

[Strategies for Mental Health Accommodation in the Workplace](#) is a webinar outlining the how and why of accommodating employees with mental illness.

[Mental Health in the Workplace – An Accommodation Guide for Managers and Staff](#)

[On the Agenda Workshop Series](#) provides materials and facilitator tools to address psychosocial factors that impact safety.

### PROCESS

[Guarding Minds at Work Evaluation Planning](#) offers a step-by-step outline to develop an evaluation framework for your workplace wellness activities.

[Evaluating Your Workplace Wellness Programs](#)

# RESOURCE LIST

## **PROGRAMMING**

Shift Your Mind is a new mental fitness program develops healthy thinking habits to improve resilience and increase our energy to work. For more information on this partnership between CMHAWW and the Running Room [www.shiftyourmind.ca](http://www.shiftyourmind.ca) or reach out to Alison DeMuy [ademuy@cmhaww.ca](mailto:ademuy@cmhaww.ca)

## **PERSISTENCE**

Workplace Wellness Online is a great example of creating a place to collaborate.

Celebrating Good Times in You Employee Wellness Program a great read about ways you can celebrate employee success.

## **REAL LIFE SUCCESS STORIES**

A Series of Success Stories in Alberta

Improving Workplace Mental Health: Three Companies, Three Great Success Stories

Stories from Healthy Workplaces

**Mary Ann Banton generously shared her wisdom and many resources with us.**

Check out Workplace Strategies for Mental Health to access any you might have missed and so much more.