

***Workplace Mental Health
during the pandemic
October 27, 2021***

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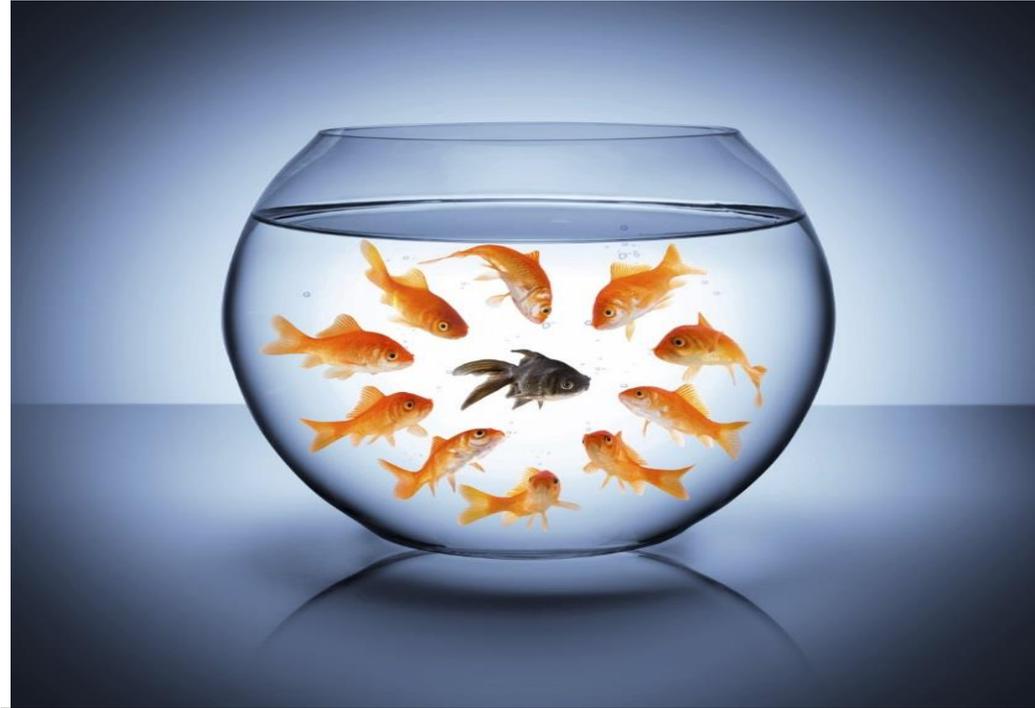
Agenda

- What is mental health stigma
- Addressing Workplace Mental Health during the pandemic
- Resources and tools available

Components of Health

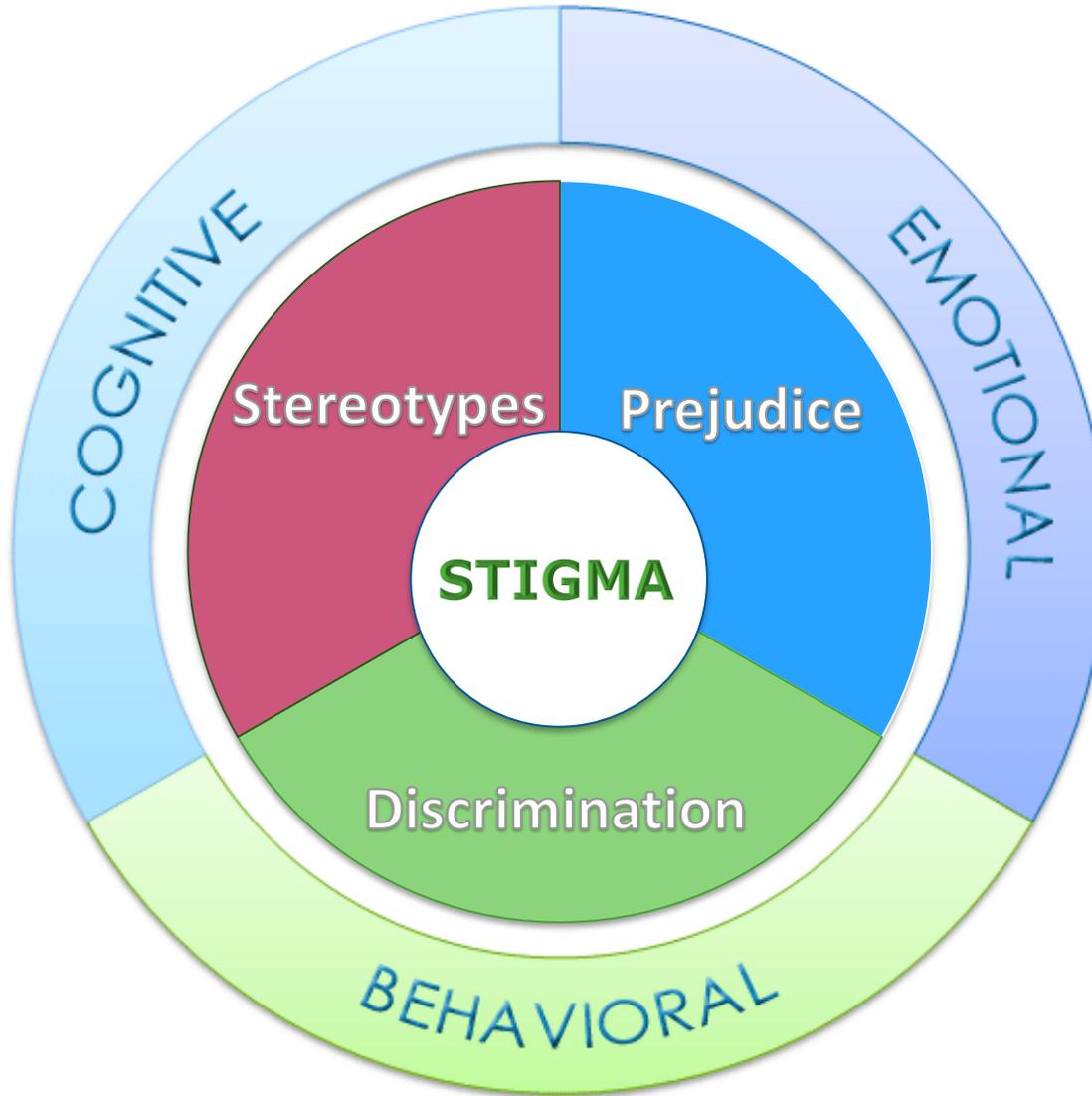


Stigma



A set of negative and often unfair beliefs that a society or group of people have about something

Types of Stigma



Reinforcing the Stigma Problem

- Soft Stigma



- Structural Stigma



Self Stigma

Internalizing negative thoughts or feelings:

- Thinking it's a sign of character weakness
- Feelings of low self-esteem
- Less willing to seek treatment
- Anticipation of discrimination



Mental Health Impact

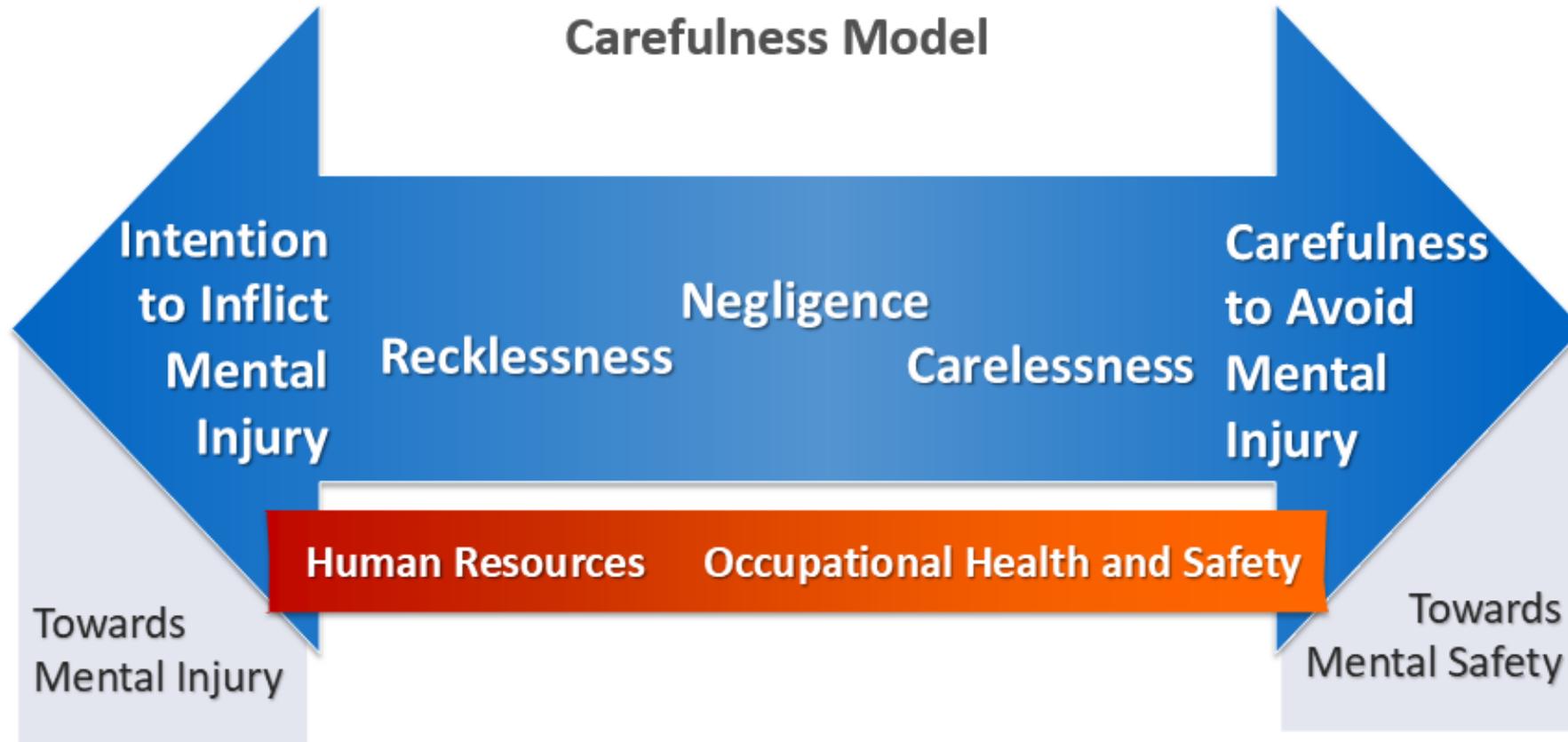
35 million people in Canada 2016



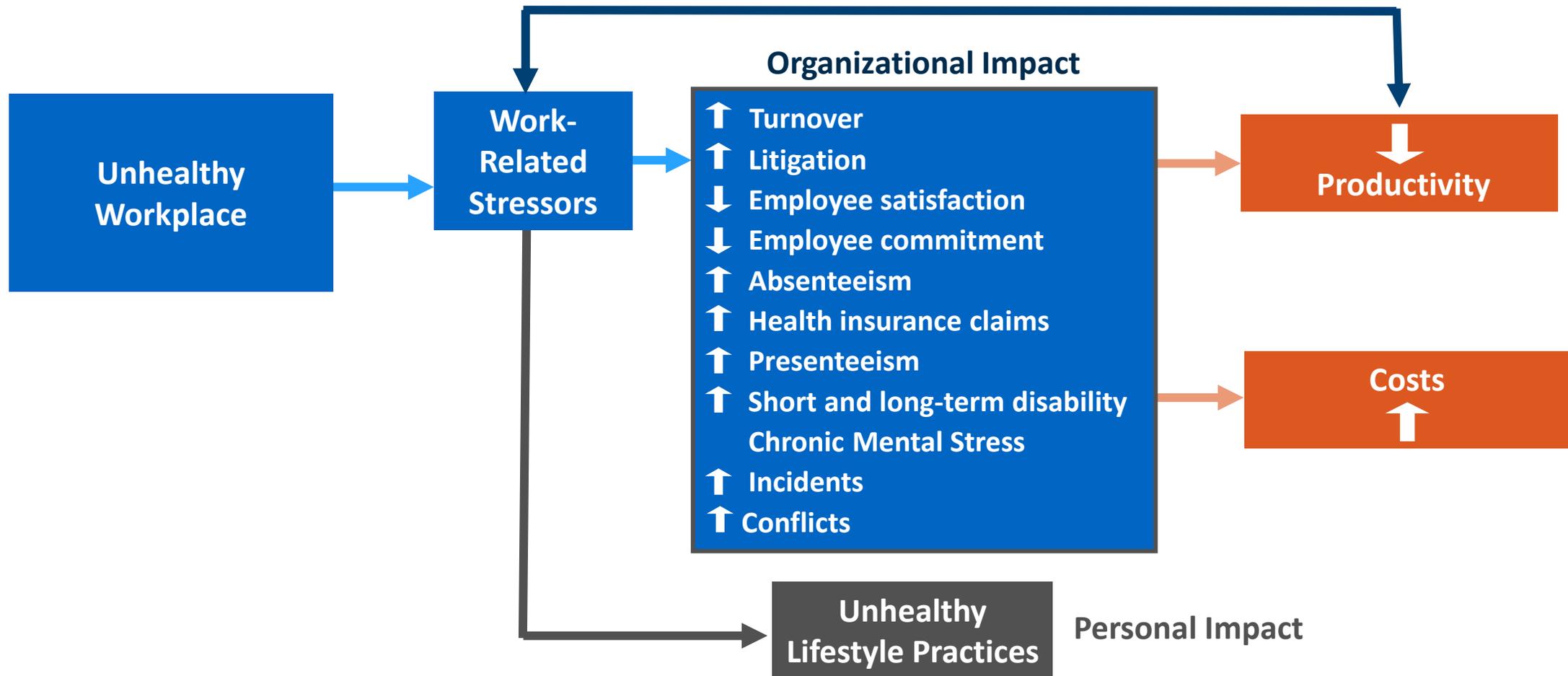
7.2 million
will experience a mental health issue

Source: Centre for Addiction and Mental Health

Where Does Your Organization Fit?



What is the Cost of an Unhealthy Workplace?



Leadership Commitment

Leadership's commitment to effectively manage mental health; and to provide a mentally healthy and safe working environment

Active leadership commitment is reinforced by visible:

- 'downward' and 'upward' communication systems
- management structures
- consideration of mental health in all business decisions
- Walking the talk

Create a “Seek Help” Culture

- Improve Mental Health literacy
- Reduce stigma
- Resource availability and quality
- Accommodations
- Weave psychological health and safety into all aspects of business
- Psychologically safe leaders



Other Employer Actions

- Communicate often and authentically
- Anticipate concerns
- Be kind
- Provide reassurance
- Be flexible
- Promote self-care
- Invite input
- Watch workload
- Provide resources
 - Employee & Family Assistance Program (EFAP)
 - Community supports



How Managers Can Help with Anxiety

- Listen with empathy, attention and respect
- Assess risk of harm
- Strategies for work adjustments/accommodations
- Encourage supports and access to resources
- Helpful apps and resources
- Implement education session for the whole team



12 DAILY LEADERSHIP BEHAVIORS

that can positively impact the overall experience and mental health of employees:



SHOW YOU VALUE

WELCOME - make it a point to acknowledge people with intention

CHECK IN - regularly ask how they are doing

GRATITUDE - recognize contributions

CELEBRATE - acknowledge importance of employees' efforts to organizational success



SHOW YOU RESPECT

RECOGNIZE - talent, competencies and skills

EMPOWER - ask for point of view

AUTONOMY - encourage employees to make decisions

REWARD - say thank you, and, when appropriate, demonstrate appreciation



SUPPORT

ASK - how you can help

PROVIDE ENCOURAGEMENT - praise good work

SAFE - provide a psychologically safe workplace and create a space where employees feel safe to ask questions

PROVIDE OPPORTUNITY - on regular basis share all available training & development opportunities, and support resources.

Do not assume people know.

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While managing COVID-19 watch for signs of

MENTAL HEALTH RISK



The impact stress will have on you depends on your **EXTERNAL SUPPORTS** and **INTERNAL RESOURCES** (e.g., coping skills and resiliency)

Signs and symptoms indicating Mental Distress:

PHYSICAL

- Muscular tension/headaches
- Upset stomach
- Grinding/clenching teeth
- Difficulty sleeping/fatigue
- Cold hands and feet
- Trembling/shakiness
- Frequent colds, flu, infections
- Rapid loss or gain in weight
- Significant tiredness
- Low energy



Examples of common signs and symptoms when we experience a period of stress.

Resources

- WSPS COVID-19 Site: <https://covid19.wsps.ca/>
- [Workplace Mental Health and COVID-19 Poster](#)
- www.Thinkmentalhealth.ca
- Canadian Mental Health Association
 - [Not myself today](#)
- [Workplace Strategies for Mental Health](#)
- [CSA Z1003](#)

More Resources

- [HaveThatTalk Video Series](#)
- [Workplace Strategies for Mental Health: Strategies for Small Business Owners](#)
- [Mental Health Commission of Canada: Free Online Training in Psychological Health and Safety](#)
- [CAMH Mental Health and the COVID-19 Pandemic](#)
- [CAMH Mental Health 101](#)

Resources: Small Business Centre

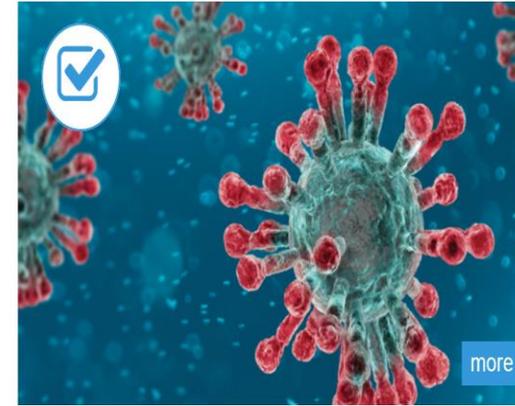
Big Impact videos for guidance on key legal requirements and how to meet them.



Safety Road Map



Business Case for Safety



COVID-19 Resources

1 - 5 Employees

6 - 19 Employees

20 - 49 Employees

<https://www.wsps.ca/Small-Business-Centre/Home.aspx>

Small Business Advisory Service



Improve Health & Safety For Your Small Business

Health and safety doesn't have to be complicated. The WSPS Small Business Advisory Service matches small businesses with a health and safety expert. This expert will help you improve health and safety in your business using simple, easy to implement solutions.

BENEFITS:

- **COST** The program is free for all participants who are selected!
- **SUPPORT** An expert health and safety advisor will help guide you through the short program
- **ON-SITE ADVICE** Professional assistance from advisors at times that work for you
- **RESOURCES** Program handbook with practical tools and information included

Apply for the free WSPS Small Business Advisory Service!

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Question and Answer

