

webinar:
supporting your
employees'
mental health in
times of crisis.





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- Building a mentally healthy workplace
- Approaches & conversations
- Mental Health Toolbox
- Tools & Resources
- Q&A

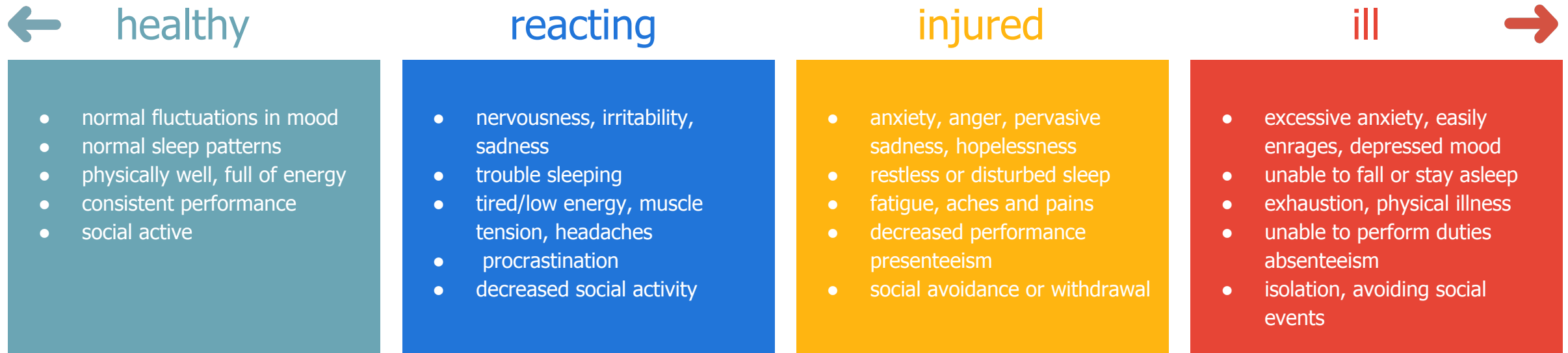


- 1 in 5 people will experience a mental health illness in a year
- Men have higher rates of addiction than women, while women have higher rates of anxiety disorders.
- 80% of people who die by suicide are men.
- Only 50% of Canadians would tell friends or co-workers that they have a family member with a mental illness
- The cost to the Canadian economy for poor mental health in our workplaces is estimated to be \$50 billion annually.

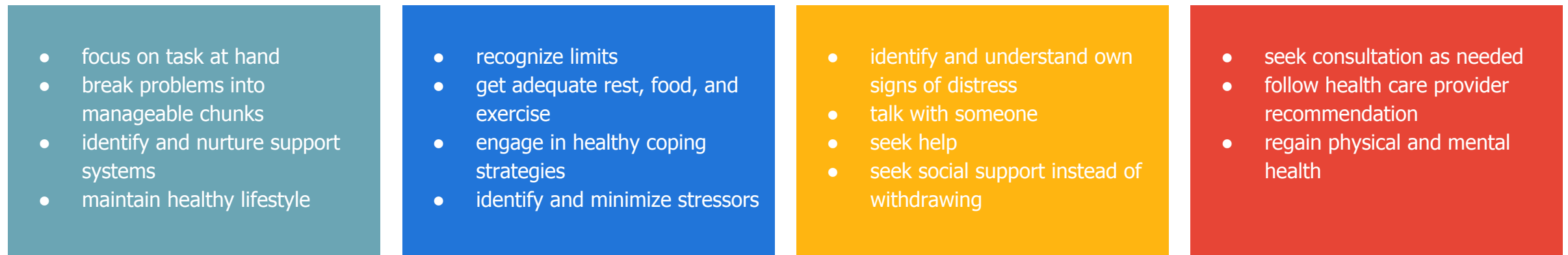


what is mental health?

mental health continuum model

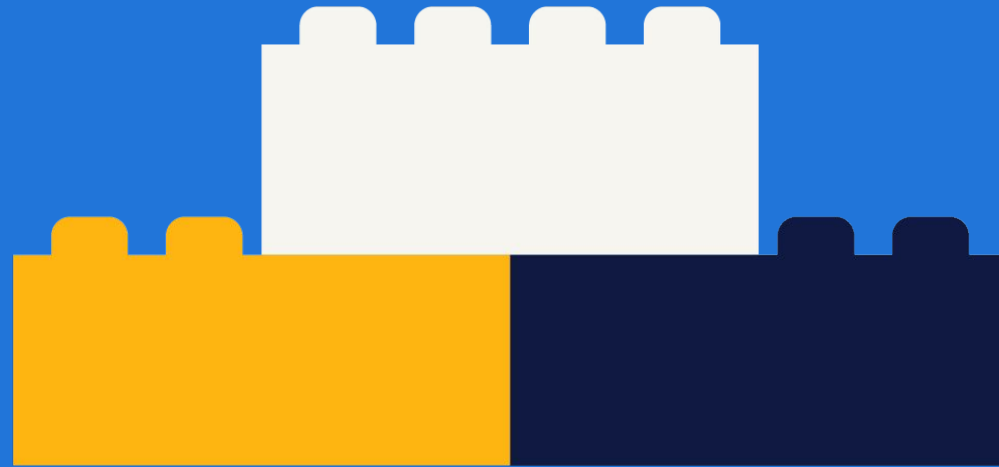


action to take at each phase of the continuum



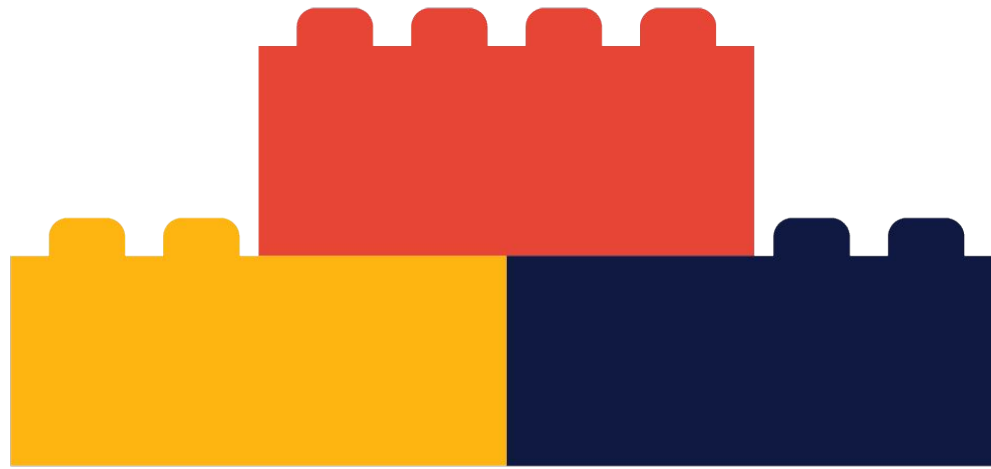
building a mentally healthy workplace

- Demonstrate a visible, active commitment
- Foster open workplace dialogue, reduce stigma
- Offer training, increase awareness
- Offer an EAP & explore resources



building a mentally healthy workplace

- Communicate a zero-tolerance approach to harassment & discrimination.
- Provide flexible working conditions that promote employee mental health.
- Promote work-life balance





approaches & conversations



signs & symptoms.

- Persons behaviour, attitude or appearance is different from their baseline.
- Person begins removing themselves from company participation.
- Video off for calls, misses weekly meetings, late for toolbox meetings, is not making deadlines.



signs & symptoms.

- Person sounds distracted, forgetful, hopeless when you speak with them
- Someone tells you they have previously experience mental health illness, they are struggling, explains physical conditions they are concerned about

Signs and symptoms can be used to open a longer conversation.

how to start a conversation about mental health.

the golden rules:

- Listen, never as easy as you think
- Use “I” statements
- Ask the person how they would like to be supported



"I recently listened to this amazing webinar on Mental Health and I took a lot away about how to have better conversations."

"I have noticed lately you aren't as chatty in our weekly calls, how are things going?"

"I am really missing X, how have you been feeling lately?"

examples
of openers.



examples of reactions.

"I think that's a really normal reaction to this abnormal time"

"Those feelings are really valid, is there something I can help with or do you just need someone to listen"

"I would be happy to listen if you want to talk at 10am so you have my full attention."

"I appreciate you talking to me about this, it can be hard to open up."



conversations
around self care.

what we typically think:

Yoga, meditation, bubble baths.

what it can also be:

Meal prep, wearing your favorite sweater, going to bed early, picking up an old hobby.

self care at work can look like:

Taking scheduled breaks, leaving on time, signing up for projects of personal interest.



what a great suggestion looks like:

- “If you have felt like this before was there something that helped you get through it?”
- “What resources have you been thinking of trying”



stigma & returning to work.

Understand that returning to work after sick leave or health leave can be hard for both the person who left and the team.

Often people feel like they will be viewed as weak, or less than capable. A team may be unsure if they can rely on that person to show up and help with tasks.



how can employers
take action?



- Communication plans: consistent and transparent.
- Develop mental health policies & ambassadors.
- Tools to monitor employee engagement.
- Provide ways to connect - Virtual interactions, digital water cooler.
- Create communities & engagement opportunities.

tools & resources

Wellness Together Canada

Online resources, tools, apps and connections to trained volunteers and qualified mental health professionals <https://ca.portal.gs/>

Youth: Text WELLNESS to 686868

Adults: Text WELLNESS to 741741

Crisis Services Canada

National network of existing distress, crisis and suicide prevention line services
<https://www.crisisservicescanada.ca/en/>

Toll Free (24/7): 1 (833) 456-4566

tools & resources

Ontario Mental Health Helpline

Confidential health services information for people experiencing problems with alcohol and drugs, mental illness and/or gambling. www.connexontario.ca

Toll Free (24/7): 1-866-531-2600

Big White Wall

Moderated 24/7 by trained practitioners who keep our members safe, and facilitate the process of people helping people in an online environment.

<https://www.bigwhitewall.com/?lang=en-ca>

Hope for Wellness Helpline

immediate mental health counselling and crisis intervention to all Indigenous peoples across Canada <https://www.hopeforwellness.ca/>. Toll Free (24/7): 1-855-242-3310

tools & resources

Mental Health Commission of Canada

Online tools and guidelines around peer support and caregiving. www.mhcca.ca

CBT Online (Cognitive Behaviour Therapy)

Interactive site that teaches people to use ways of thinking for the prevention of depression.
moodgym.anu.edu.au

Mind Your Mind

Nationwide organization for youth with information about mental health and creative stress management. mindyourmind.ca

The information provided is only intended to be a general summary. It is not intended to take the place of either the written law or regulations. Further, given the rapidly revolving spread of COVID-19, the information may not be up to date. We encourage readers to review the specific statutes, regulations and other interpretive materials for a full and accurate statement of their contents. For additional information on current best practices we are following, please refer to these organizations:

CDC: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

WHO: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

OSHA: <https://www.osha.gov/SLTC/covid-19/>

NIOSH: <https://www.cdc.gov/coronavirus/2019-ncov/about/>

PHAC: <https://www.canada.ca/en/public-health.html>



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human forward.

