

SUPPORTIVE **WORK ENVIRONMENTS** PLAY AN IMPORTANT ROLE IN OUR MENTAL FITNESS

CREATING WORK ENVIRONMENTS THAT SUPPORT OUR THREE BASIC PSYCHOLOGICAL NEEDS FOR **COMPETENCE**, **AUTONOMY**, AND **RELATEDNESS** WILL BENEFIT BOTH THE EMPLOYER AND THE EMPLOYEES.

Here are some ideas on how workplaces can get the gears of mental fitness turning:



SUPPORTING MENTAL FITNESS AT WORK CAN HELP WITH JOB SATISFACTION, PRODUCTIVITY, PERFORMANCE, ENGAGEMENT, AND MOTIVATION.

COMPETENCE

Set meaningful and attainable goals and provide constructive and timely feedback.

AUTONOMY

Provide opportunities for people to express their thoughts and opinions and make space for shared decision-making and problem-solving.

RELATEDNESS

Create positive work relationships by sharing time, attention, energy, interest, and emotional support.

MENTAL FITNESS

Mental fitness is having a positive sense of how we feel, think, and act, which improves our ability to enjoy life.



Mental Fitness at work plays an important role in creating a Supportive Environment for Wellness.

For a complete guide on supporting mental fitness in the workplace go to:
www.wellnessnb.ca/resources/CARapproach

