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Workplace Psychological Health Promotion: A How-To Guide

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Outline and Objectives

1. What is Psychological Health Promotion in the workplace
2. Why it matters (the business case)
3. Introduction to Psychological Health and Safety: An Action Guide for Employers
4. Implementing the Guide in your workplace



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What is Psychological Health Promotion?



What is Psychological Health Promotion? cont'd

- Part of Psychological Health & Safety
- Just as the OH&S and Wellness movements triggered improvement in workplace physical health, PH&S aims to trigger action in the psychological domain



What is a psychologically healthy workplace?

- Fosters psychological well-being while enhancing organizational performance
- Promotes respectful interactions between staff, customers and the public
- Supports staff experiencing psychological difficulties

The background consists of several overlapping, semi-transparent geometric shapes in various shades of green and blue. These shapes create a layered, abstract effect. The colors range from a bright, vibrant blue to a deep forest green, with lighter lime green accents. The shapes are primarily triangular and quadrilateral, creating a sense of movement and depth.

Video 1



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If someone is struggling, what would happen in your organization?



The background consists of several overlapping, semi-transparent geometric shapes in various shades of green and blue. These shapes create a layered, abstract effect. The colors range from a bright, vibrant blue to a deep forest green, with lighter lime green accents. The shapes are primarily triangular and quadrilateral, creating a sense of movement and depth.

Video 2

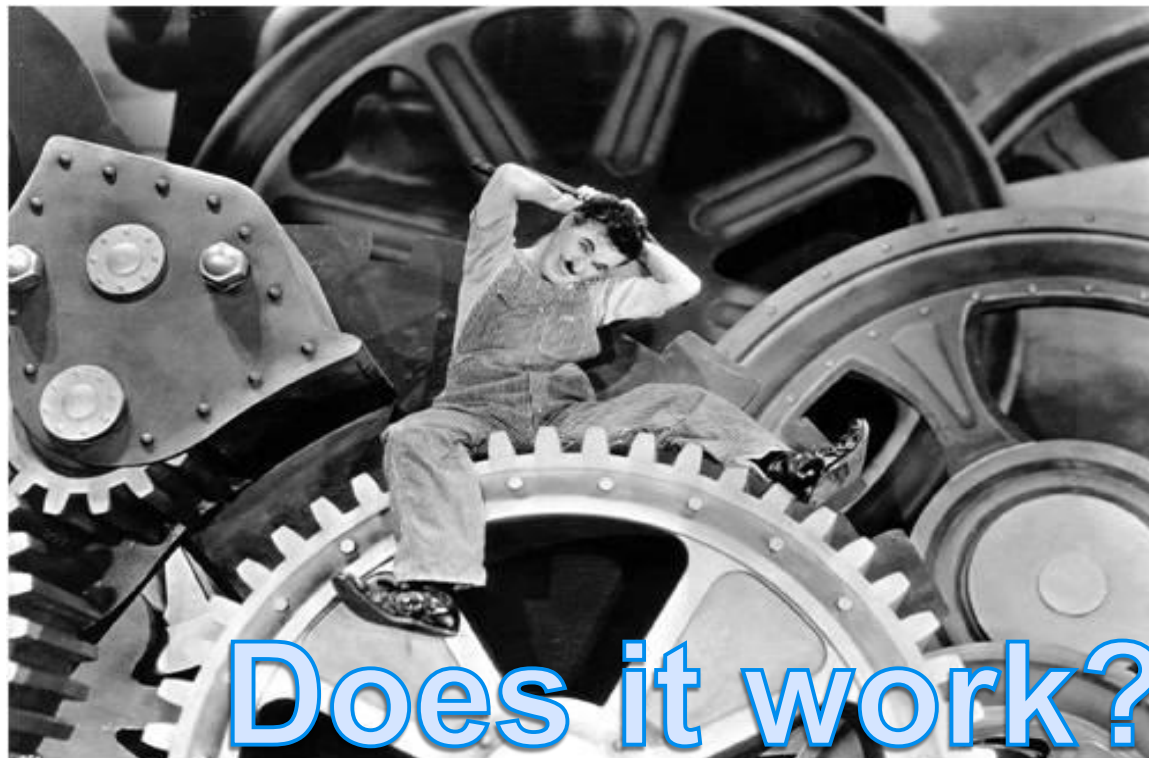




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What is your organization doing to promote psychological health?

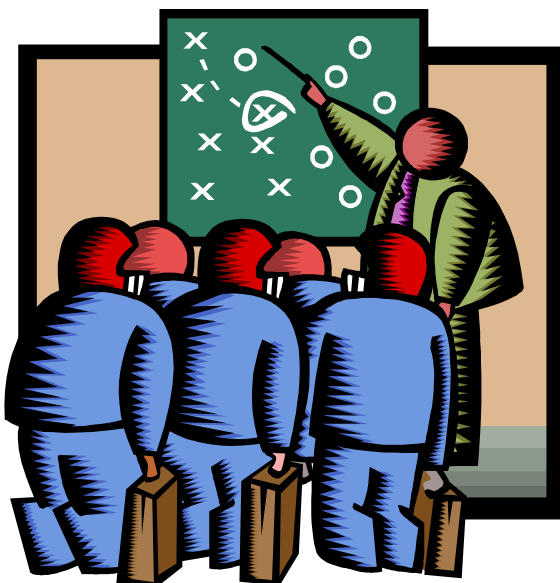




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Why Organizations Should Promote Psych Health



Business Case for Promoting PH

Health

Financial

Ethical



New Psychological Health and Safety Standard for Canadian Workplaces

Initiated by the Mental Health Commission of Canada with the intent of improving work environments

Working with the Canadian Standards Association (CSA) and the Bureau de Normalization du Québec (BNQ) to develop the standard

Employees will benefit from workplaces that promote and protect their psychological health and safety

Employers will benefit from enhanced cost effectiveness, improved risk management, increased organizational recruitment and retention as well as demonstrated corporate social responsibility

Publication of the Standard is anticipated in fall of 2012



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The Choice

- **Do nothing:** Outcome is increased costs, decreased productivity/morale, loss of skilled workforce
- **Act:** Outcome is decreased costs, increased productivity/morale, recruitment/retention of skilled workers



Doing nothing is not a viable option but...



What do I do?



Where do I start?



How much will it cost?



How will I know if it worked?

MHCC: Vision and Mission

Mission:

To promote mental health in Canada, and work with stakeholders to change the attitudes of Canadians toward mental health problems and illnesses, and to improve services and support

Vision:

A society that values and promotes mental health and helps people who live with mental health problems and mental illnesses lead meaningful and productive lives

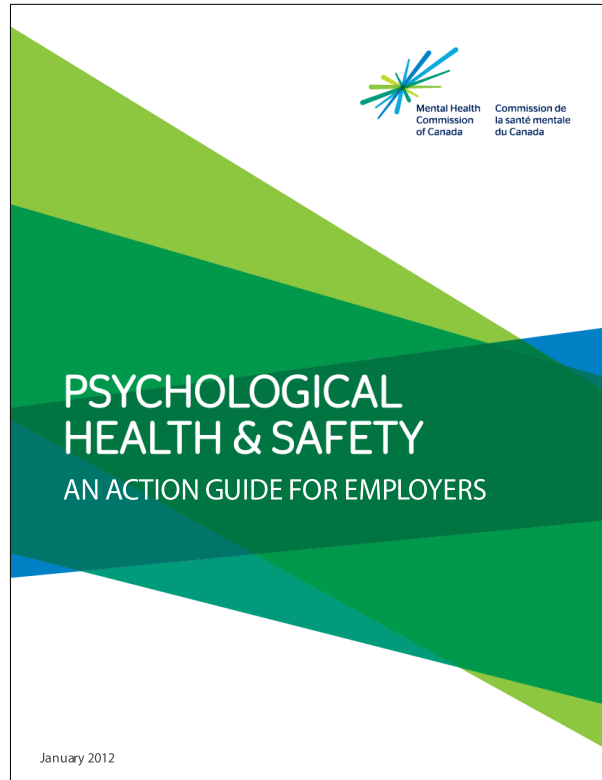
What is the Role of the KEC?

To advance the vision and mission of the Mental Health Commission of Canada by fostering authentic engagement, respectful interaction and collaborative partnerships with key stakeholders.

KEC Goals

- To facilitate the development and mobilization of evidence-informed knowledge in the mental health community
- To increase the capacity of mental health stakeholders to routinely adopt and integrate knowledge exchange practices
- To explore potential pan-Canadian synergies and opportunities for collaboration
- To leverage existing best and promising practices across the country

Introducing...



Available as an e-book at no cost at:
<http://www.mentalhealthcommission.ca/>

The P6 Model



24 Employer Actions to Enhance and Protect PH&S

Evidence-consistent

Practical in most settings

Flexible

Stand-alone



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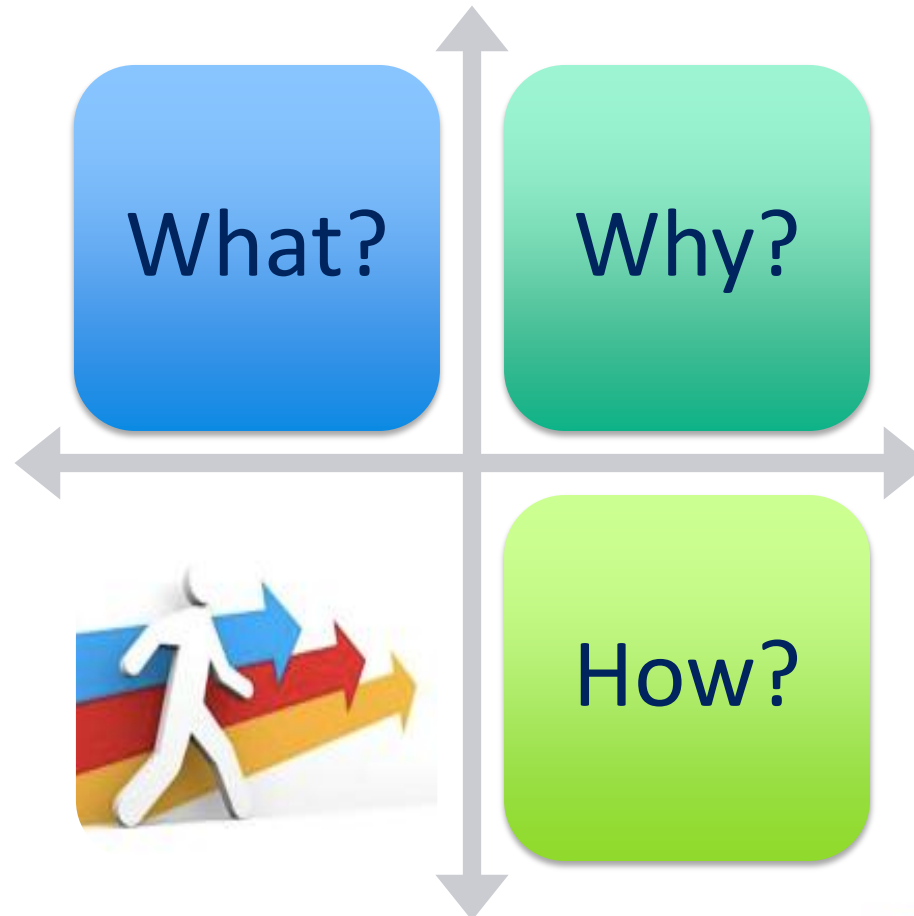
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It's a menu of actions....

Choose those that
matter to your
workplace.



For Each Action...



Rate the actions!

We'll explain 6 actions from the Guide, then you rate each action with 3 questions:

1. [This action] improves psychological health & safety in workplaces. Score 1-6
2. This organization has the resources (financial and time) to do [this action].
Score 1-6
3. Given the way things are now in this organization, it's a good time to do [this action]. Score 1-6

Add up these 3 ratings and Voila! You have the score for each action.



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Gather your data

This involves gathering relevant data that tells you where you need to focus and provides a baseline for evaluating.



This includes: absenteeism, benefits utilization, EFAP utilization, disability rates/costs, and other data

Gather data about psychological health

Strongly Disagree ←————→ **Strongly Agree**

Gathering data improves psychological health in workplaces.	1	2	3	4	5	6
This organization has the resources (financial and time) to gather data about psychological health	1	2	3	4	5	6
Given the way things are now in this organization, it's a good time to gather data about psychological health.	1	2	3	4	5	6



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Survey Employees

Your employees know a lot about Psych Health protective factors in your organization. They don't realize how much they know.

- ☒ Excellent
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor

Guarding
Minds@Work
examines 13
psychosocial factors:
free & easy-to-use
guardingmindsatwork.ca

Survey employees about psychological health

	<div> <div>Strongly Disagree</div> <div>←</div> <div>→</div> <div>Strongly Agree</div> </div>					
Surveying employees improves psychological health in workplaces.	1	2	3	4	5	6
This organization has the resources (financial and time) to survey employees about psychological health.	1	2	3	4	5	6
Given the way things are now in this organization, it's a good time to survey employees about psychological health.	1	2	3	4	5	6



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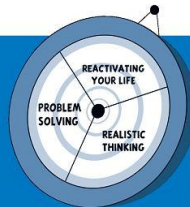
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**Provide self-care
tools**

**Individuals are
more able to cope
with mood issues
then we ever
realized, especially
if they get self-care
tools**

ANTIDEPRESSANT SKILLS AT WORK:

Dealing with Mood Problems in the Workplace



**Tools include
workbooks &
websites that teach
skills for managing
mood**

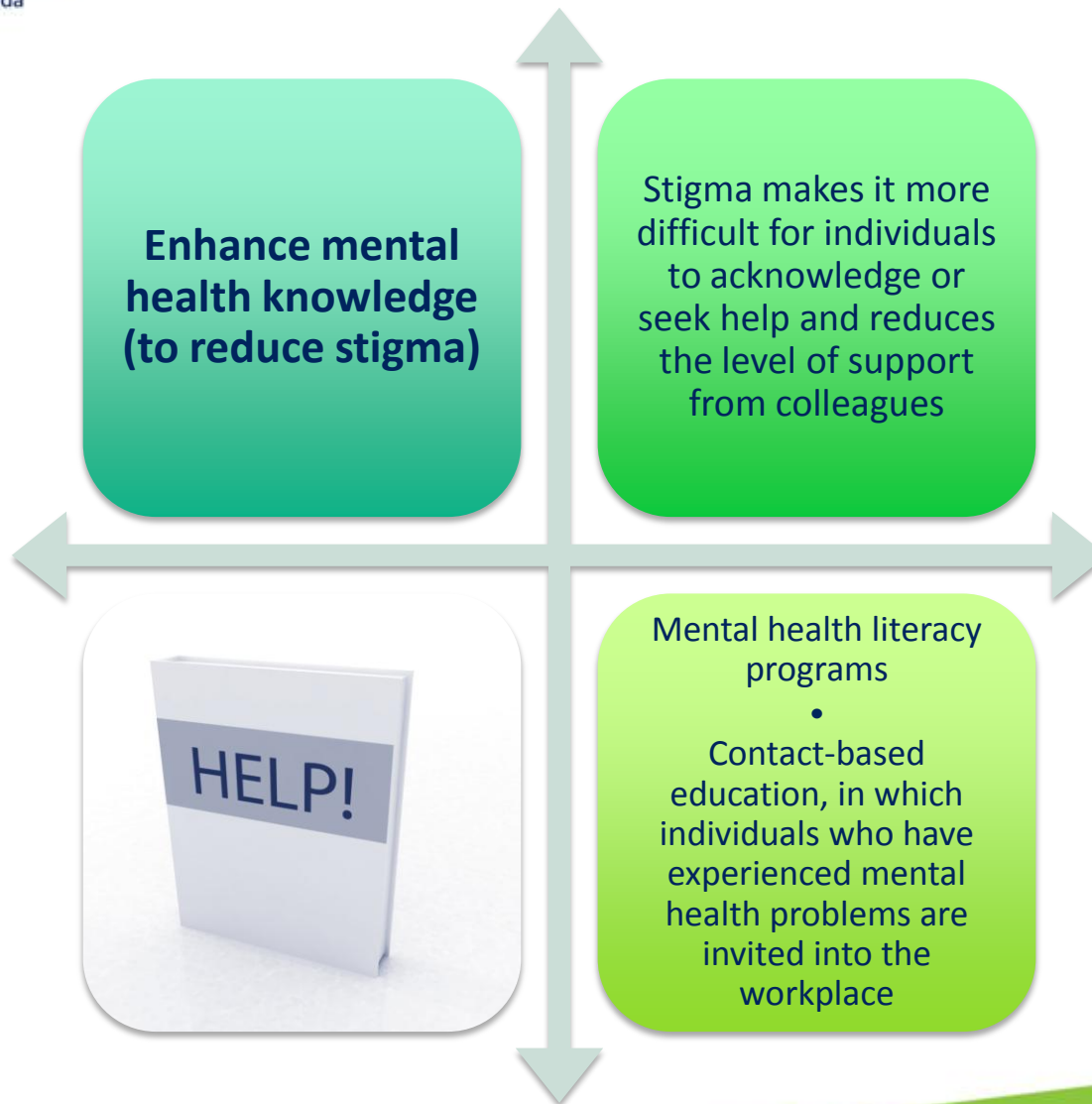
**Antidepressant Skills at
Work:**

www.carmha.ca/selfcare/

Provide self-care tools

Strongly Disagree ←————→ **Strongly Agree**

Providing self-care tools improves psychological health in workplaces.	1	2	3	4	5	6
This organization has the resources (financial and time) to provide self-care tools.	1	2	3	4	5	6
Given the way things are now in this organization, it's a good time to provide self-care tools.	1	2	3	4	5	6



Enhance Psych Health Knowledge

Strongly Disagree ←————→ **Strongly Agree**

Enhancing psych health knowledge improves psychological health in workplaces.	1	2	3	4	5	6
This organization has the resources (financial and time) to enhance PH knowledge.	1	2	3	4	5	6
Given the way things are now in this organization, it's a good time to enhance PH knowledge.	1	2	3	4	5	6



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Support Work- Home balance

When work demands interfere with home life or home demands with work life, this increases employee stress and raises the risk of health problems.



Actions that help maintain work-home balance may include providing family benefits, flexible work schedules and other assistance with home or work demands.

Support work-home balance

	<div> <div>Strongly Disagree</div> <div>←</div> <div>→</div> <div>Strongly Agree</div> </div>					
Supporting work-home balance improves psychological health in workplaces.	1	2	3	4	5	6
This organization has the resources (financial and time) to support work-home balance.	1	2	3	4	5	6
Given the way things are now in this organization, it's a good time to support work-home balance.	1	2	3	4	5	6



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Offer Resilience Training

**Resilience training
gives employees the
skills to cope better
with the challenges of
everyday life --
whether work or
personal.**



**Resilience training is
given through
workshops that teach
skills for managing
negative emotions and
stress, solving difficult
problems and working
well with colleagues.**

Offer resilience training

	<div> <div>Strongly Disagree</div> <div>←</div> <div>→</div> <div>Strongly Agree</div> </div>					
Offering resilience training improves psychological health in workplaces.	1	2	3	4	5	6
This organization has the resources (financial and time) to offer resilience training.	1	2	3	4	5	6
Given the way things are now in this organization, it's a good time to offer resilience training.	1	2	3	4	5	6

Now, enter your Action Scores

Gather your data	?																	?
Survey employees				?									?					
Provide self-care tools	?										?							
Enhance PH knowledge							?											
Support work-home balance		?															?	
Offer resilience training										?		?						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

Flip to your Action Plan. Write in the high-scoring Action at the top.



Answer the questions.

And the winner is: _____

Who should be on the Action Team?

What resources will be needed?

What barriers may arise?

How can you sustain these actions?





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Action Plan

- Who should be on the Action Team?
- What resources will be needed?
- What barriers may arise? How to overcome them?
- How could you sustain this action?





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What can you do next to kick-start action?



**Psychological
Health Actions
Strategies Tools
(PHAST)**

**One day to identify,
plan and start
implementation in
your workplace**



**Aim: To help
organizations move
from awareness to
action on PH&S**

Key Takeaways

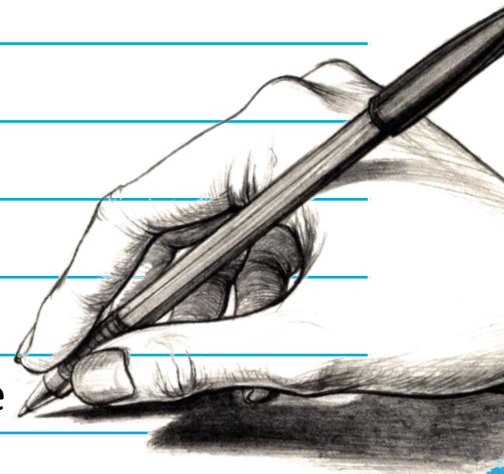
Workplace psychological health issues are prevalent, pervasive and costly

The Guide shows how to take effective and practical action

Check out the Guide

Act to Improve psychological health and safety in your workplace

www.mentalhealthcommission.ca



Thank you

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*Les opinions exprimées aux présentes sont celles de la Commission de la santé mentale du Canada.
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