

Mental health at work™

Ten must have skills for managers and employees

According to large-scale national studies, one in four workers is “highly stressed,” contributing to decreased productivity, increased turnover, and high levels of both physical and mental illness at work.¹ Unlock a happier, healthier workplace with **Mental Health at Work™**, a full-day workshop that equips managers and employees with the 10 core skills they need to improve harmony, productivity and wellbeing on the job.

Real-world answers

Mental Health at Work™ provides practical solutions to the most frequent problems faced by frontline employees, supervisors and managers, including how to manage stress, work overload, negative thinking and conflict at work.

The workshop briefly reviews the impact of mental health problems, as well as challenges to improving wellbeing in the workplace. However, the main focus of the workshop is on honing 10 core skills necessary for building healthier and more productive work environments. Participants have the chance to practice each skill in everyday scenarios and discuss how to adapt the skills to their own settings.

Expert insight

Dr. Santor is a clinical psychologist by training and a professor of psychology at the University of Ottawa. He is a dynamic and engaging speaker, who has facilitated hundreds of workshops in Canada and the US. He has more than two decades of clinical experience treating mental illness in the workplace and helping employees, managers, consultants, executives and CEOs to improve how they deal with stress, conflict and mental health difficulties at work.

Ongoing support

Every workshop participant receives an annual subscription to MyHealth Magazine, an online health magazine based at the University of Ottawa. MyHealth Magazine was designed to promote mental health literacy in the workplace every week throughout the year. All subscribers to the magazine will receive regular updates about best practises in workplace mental health and also have an opportunity to ask questions and receive answers about any challenges they may be facing at work.

Powerful tools

In addition to all of the information sheets, practical how-to sheets, tips and strategies, a subscription to MyHealth Magazine includes access to diagnostic online surveys designed to measure the severity and impact of stress, as well as identify major sources of stress in your organization. **Click here for more information on the annual surveys.**

Not sure if you need another mental health workshop? Consider this:

- Half the people in every organization will experience mental health difficulties at some point in their lives, most likely during their most productive working years. More than 82% of all lost productivity is linked to presenteeism (employees showing up when they're not well enough to work).
- Almost 80% of short-term disability claims and 67% of long-term disability claims are related to mental health difficulties.
- Each year, employers spend \$5,000–10,000 per worker on prescription drugs, sick leave and wage replacement — costs that could be reduced by improving workplace mental health.
- There's only a 50% chance that a person will return to work after six months on disability leave, and that probability drops to 20% after one year and just 10% after two years.



Workshop outline

Mental Health at Work™: Ten core skills everyone should master to improve workplace harmony, productivity and wellbeing

PART 1: Why mental health matters at work

- The impact of conflict and mental health difficulties on presenteeism, employee turnover and prolonged leaves of absence

PART 2: Challenges to maximizing mental health

- Finding the right way to spread knowledge about available resources and services
- Overcoming barriers to seeking help and negative attitudes about mental health in the workplace
- Staying up-to-date on best practices by investing in ongoing mental health promotion

PART 3: Ten skills that everyone should master

1. Knowing how to quickly recognize the signs of mental illness – the 3Ds of mental illness
2. Knowing how to have effective conversations about mental illness with your manager or employee
3. Knowing how to support and keep staff productive while dealing with stress, conflict and mental health difficulties
4. Knowing how to facilitate a timely return to work following a stress leave
5. Knowing how to dealing with conflict and rude behaviour
6. Knowing how and when to prioritize and disappoint, as well as ask for help when overwhelmed with work
7. Knowing how to destress using relaxation breathing and mindfulness
8. Knowing how to deal with personal doubts and negative thinking by changing the way you think.
9. Knowing how and when to praise the efforts and contribution of others
10. Knowing how to practise professionalism even when others don't

PART 4: Keeping health promotion efforts alive

- Ongoing updates: Stay informed on best practises and emerging trends on the most important topics in workplace mental health topics in just 15 minutes a week
- Showcase: Discover what other organizations are doing to address stress and mental health at work

PART 5: Tracking your organization's mental health

- Monitor your own health and wellbeing, as well as the health and wellbeing of your entire department and organization

¹Crompton, S. (2011). What's stressing the stressed? Main sources of stress among workers. Statistics Canada Catalogue no. 11-008-X Canadian Social Trends