Why Leaders Must Champion MENTAL HEALTH in the Workplace



1 in 5 Canadians experience a mental health concern each year.

More than **2 million** Canadians have a mental health related disability.

Nearly half of employed Canadians with a **mental health disability** feel their condition makes it difficult to change or advance in their job.

A **healthy workplace** results in reduced recruitment costs, absenteeism, conflicts, health benefit costs, as well as an allaround **more productive and engaged** workplace.

QUICK WINS

- Create ways for employees to support, recognize, and reward one another
- Regular check-ins with staff to identify support opportunities
- Flexibility in how, where, and when employees work (Work from home, ergonomic assessments, hot desk system, short breaks, etc.)
- Create a system to adjust and collaborate on accommodations for employees' success
- Encourage candid dialogue about mental health, stress, and wellness to create a positive and open atmosphere
- Be accessible to employees and actively listen to their needs and concerns
- Involve employees in the development of workplace mental health programs
- Host Lunch n' Learns. Topics could include professional growth, personal health habits, & financial wellness

FURTHER STEPS

Ensure **benefits** include **mental health coverage**. Doing so gives employees access to the right support and promotes the message that mental illness is common and treatable.

> Establish an **Employee Resource Group** or **peer support system**.

Create a solid **back-to-work plan** for employees that promotes a healthy transition back to the office.

Ensure at least one senior staff has up to date **Mental Health First Aid** training.

ADDITIONAL SUPPORT

MentalHealthWorks.ca - Capacity-building workshops for employers and employees on mental health topics. The Working Mind – MHCC online course for managers

Psychologically Safe Leader Assessment - psychologicallysafeleader.com

accessibleemployers.ca

