

# WORKPLACE MENTAL HEALTH

Alexandra Petrisano, BAsC, PGCert WWHP  
National Workplace Mental Health Trainer  
Canadian Mental Health Association



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# INTRODUCTION TO MENTAL HEALTH



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# What is Mental Health?

Mental health is a state of well-being in which an individual realizes their abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to their community.

*World Health Organization*

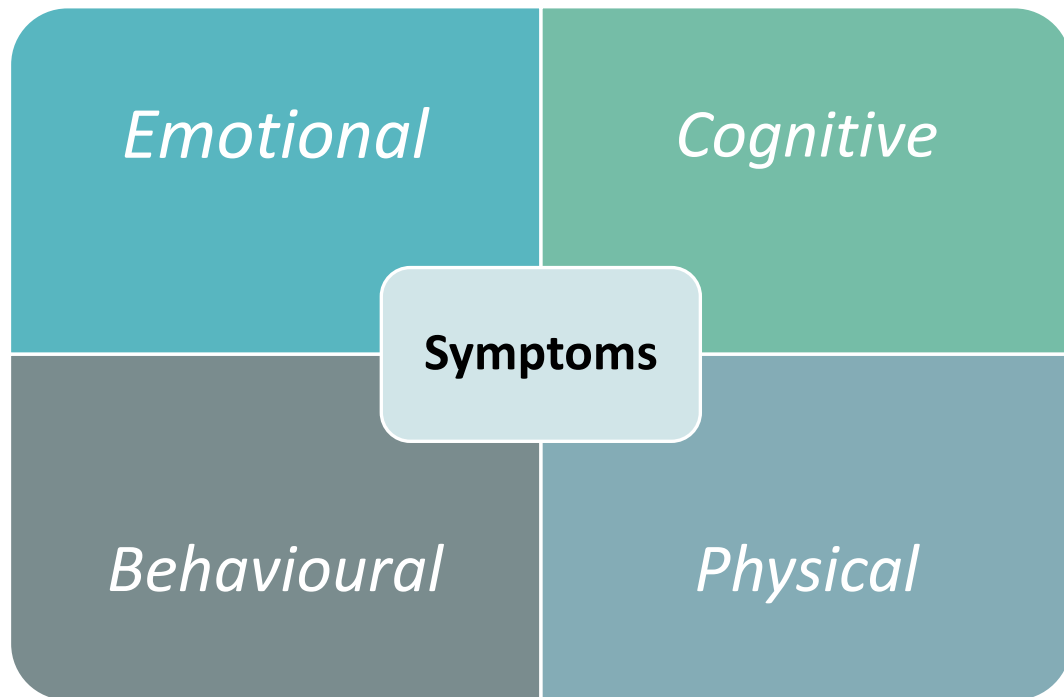


Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# What is Mental Illness?



Mental illnesses are characterized by alterations in thinking, mood or behaviour associated with significant **distress** and **impaired functioning**.

*Health Canada*



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# Stigma

Stigma is a set of beliefs, attitudes, and behaviours toward individuals with mental illness that can result in discrimination.

Nearly 2/3 of employees wouldn't tell their manager or supervisor about a mental illness.

Breaking down stigma is one of the first places to start when we think about psychological health and safety in the workplace.



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# Language Matters

Instead of...

She is mentally ill

They are bipolar

He can barely get his work done

I'm so depressed today

He committed suicide

Preferred language

She has a mental illness

They are living with or recovering from bipolar disorder

He is still coming to work despite his poor health

I'm feeling unhappy or down today

He died by suicide



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# RECOGNIZING AND RESPONDING



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# Recognizing Signs and Symptoms

Extreme moods (high or low) and/or extreme shifts in mood	Increased absenteeism	Tardiness	Increased presenteeism
Outbursts	Increased frustration or irritation	Decreased interest or involvement	Inability to cope with daily problems or stress
Reporting low energy or fatigue	Signs of impairment	Lack of cooperation	Disclosed mental health challenges



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté



# Types of Support: Resources

## Emergency

- 9-1-1
- Provincial Mental Health Supports
- Talksuicide
- Kids Help Phone

## Immediate

- CMHA BounceBack Program (Free Nation Wide)
- MindBeacon & AbilitiCBT
- Inkblot Therapy
- Connect with your local CMHA

## Ongoing

- *Extended healthcare benefits*
- *Listening skills and proactive conversations*
- *Demonstrating consistently and availability*



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# TAKING CARE OF YOURSELF



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# What is Resilience?

- Resilience is the capacity to adapt or recover in the face of:
  - Adversity
  - Trauma or tragedy
  - Threats or harassment
  - Stress or overwhelm
  - Relationship issues
  - Financial issues
  - Work or school issues
- Holding the “good” and the “bad” emotions
- Processing what our brain and body are telling us



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# Healthy Coping Mechanisms



Self-awareness



Social Support



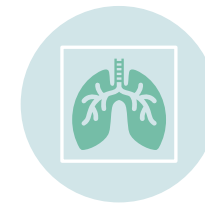
Meditation



Good Quality  
Sleep



Positive Self-Talk



Breathing  
Practices



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# 6 Areas of Self-Care



Emotional



Physical



Spiritual



Social



Intellectual



Practical



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

# When to get Support

- It's important to challenge the idea that you can only seek help when you are truly suffering
- As a general guideline, it may be time if you are:
  - Feeling low for an extended period
  - Feeling disconnected or withdrawn from normal activities
  - Socially disengaged
  - Experiencing extreme mood swings



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté

*Derived from Queensland Mental Health Commission*

# QUESTIONS?

**Alexandra Petrisano, National Workplace Mental Health Trainer**

Canadian Mental Health Association

[APetrisano@cmha.ca](mailto:APetrisano@cmha.ca)

For more information:

[www.cmha.ca](http://www.cmha.ca)

[www.mentalhealthweek.ca](http://www.mentalhealthweek.ca)

[www.notmyselftoday.ca/login](http://www.notmyselftoday.ca/login)



Canadian Mental  
Health Association  
Association canadienne  
pour la santé mentale



years of  
community  
ans dans la  
communauté