

Mental Health and the Workplace

UFCW Local 401





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Agenda

1. Welcome
2. Mental Health & the Workplace
3. Resilience Strategies
 - Stress Management
 - Energy Management
4. What Can Employers Do:
Improving Workplace Mental
Health through Collective
Bargaining



Safer Meetings

Group Agreement

We agree to the following principles:

- ✓ Confidentiality
- ✓ Respect
- ✓ Acknowledgement for everyone's experience
- ✓ Autonomy

Would you like to add any others?

Our Mission

To empower Canadian workplaces to be a force for good for their employee's mental wellbeing and psychological health and safety.

Our Vision

Organizations have the skills to build workplaces where everyone can thrive.



Our Framework

We create thriving workplaces by equipping individuals, leaders and organizations with the strategies and skills they need to play their part.

thrivingworkplaces.ca

Thriving
Workplaces

Mental Health & the Workplace

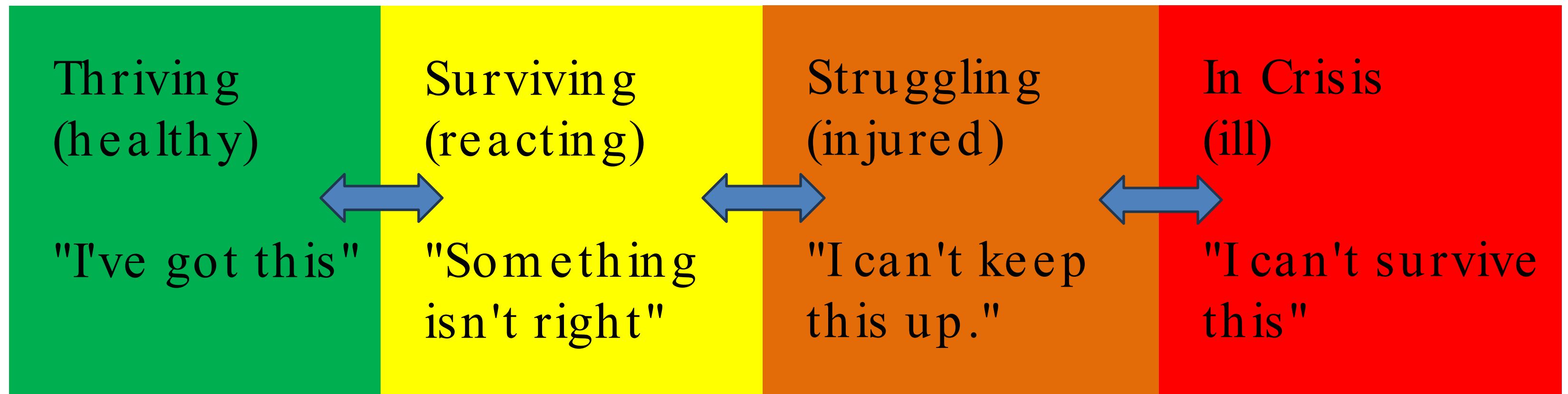
What you need to know

Quick overview of mental health

- Includes health and illness/conditions
- Can vary day to day
- Mental health conditions are more common than we think
- We can have good mental health or poor mental health, with or without mental illness



Mental Health Continuum



What we might notice

- Reduced Energy
- Not working at your usual pace or skills
- Lower motivation, feeling like don't really care
- Increased frustration and/or irritability
- Physical symptoms like headaches, fatigue
- Spending more time working but getting less done

Things that impact our mental health

- Life stressors
- Work stressors
- Lifestyle factors

Specific Stressors: Pandemic

- Increased risk to physical safety
- Impact of the politicization of safety measures
- Impact of rapidly changing conditions
- We're still adjusting to the medical, social and cultural impacts of 2020



Specific Stressors: Affordability Crisis

- Financial stress is one of the most common stressors
- Impact to us as individuals
- Impact on customers and how that spills over to workers



What can we do as individuals?

- Use Resilience Strategies around Stress Management and Energy Management
- Build our support systems
 - Personal
 - Workplace
 - Professional

Resilience Strategies

Stress Management

Two parts of stress



Stressor

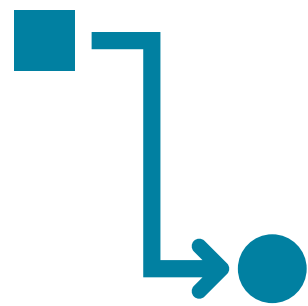
The things, events, experiences and people that cause us to feel stress.



Stress Response

How our bodies and brains react to the stressor.

Dealing with Stressors



Identify the Stressors



Change What you Can



Take actions to resolve your stress
response

Resolving the Stress Cycle

- Want to stay as close as possible to baseline stress level throughout the day
- We lower our stress levels by completing the stress cycle
- Quick (and kinda easy!) ways to resolve the stress cycle throughout the day



Energy Management

Our energy levels are like our phone battery



- Low battery = less efficient, less able to deal what happens
- Fuller battery = more resilient
- Some tasks use more energy than others
- Full Charge vs Quick Charge

Elements of Energy Management



Physical



Mental



Emotional



Social



Spiritual



Practical

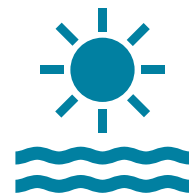
Reflection:

What do you like to do to recharge?

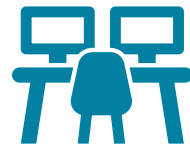
Create your own plan



What do you like to do in each of the six elements?



What can you do before work?



During work?



After work?



What's your starting routine?



What's your closing routine?

“But I don’t have time or energy!!!”

- Everyone at some point



"I don't have time for a break" ideas

- Leave your phone behind
- Eat lunch anywhere BUT your work station
- Savour your first sips of coffee or tea
- Keep a water bottle on hand and refill it through the day
- Simple stretches – twist, forward bend, move your shoulders
- 5 or more deep breaths

Survival Strategies



TAKE BREAKS – LUNCH BREAKS,
COFFEE BREAKS, MOVEMENT BREAKS



GET THE REST YOU NEED – SLEEP
AND DOWNTIME



REMEMBER THAT SMALL THINGS ADD
UP



DO ONE THING EACH DAY THAT
HELPS YOU FEEL LIKE YOU

Bottom line:

Little bits add up over time, and
something is better than nothing.

What can employers do

Strategies to improve workplace mental health through
collective bargaining

Mental Health at Work Framework

- Recognition of the impact of worker mental health
- Identify and address the underlying factors that impact worker mental health
- Consider Mental Health & Safety in the same ways we consider Physical Health & Safety
- Adopt a framework that sets out clear objectives, actions, evaluation, and a system of continuous improvement

Policies and Procedures

- Paid time off for mental health concerns
- Mental Health-related accommodations
- Effective Stay-at-Work and Return-to-Work policies

Working Conditions

- Managers/supervisors trained on workplace mental health
- Training for all workers on how to support their own mental health in the workplaces
- Work-free spaces for breaks
- Consider opportunities for workers to decompress after a challenging interaction

Supports and Resources for Workers

- Mental Health coverage in extended benefits plan
- Effective Employee Family Assistance Plans (EAP/EFAP)
- Integrate mental health conversations, use of mental health continuum as "Mental Health Safety Moments"
- Resource lists for workplace supports and community-based supports

Questions?

Thank you!

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