

Workplace Culture

CMHA Waterloo Wellington



About the Presenter

Angela Heeley is the Mental Health Promotion and Education Coordinator and has worked for CMHAWW for 11 years in a variety of roles, including crisis support, group facilitation, outreach, family education and suicide intervention.



Content

- 1 **Aware**
Learn what workplace culture is and why it is important.
- 2 **Explore**
Recognize the different components that make up workplace culture.
- 3 **Act**
Learn who can participate in workplace culture and how.



What is Workplace culture?

A pattern of basic assumptions invented, discovered, or developed by a given group that are a mix of values, beliefs, meanings, and expectations that group members hold in common and use as behavioural and problem-solving cues.

Canadian Psychological Health & Safety in the Workplace Standards

What Influences Workplace Culture?

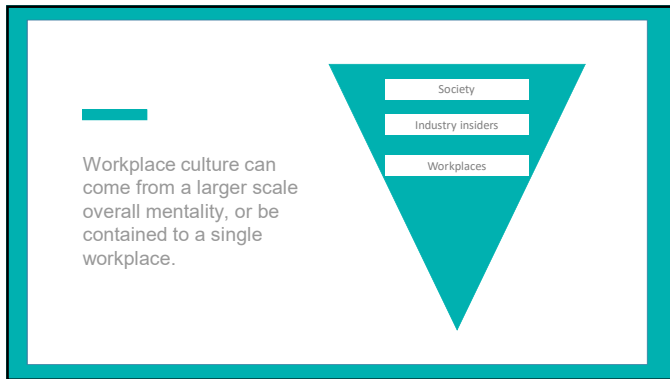


- Staff
- Employers
- Shareholders
- Industry standards
- Education and knowledge
- Laws
- Current events/political issues

Who does workplace culture influence?



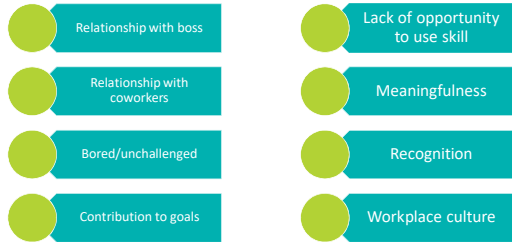
- Staff
- Employers
- Shareholders
- Industry standards
- Clientele
- Prospective clientele



Why is workplace culture important?



Why do people leave their place of employment?



What percentage leave because of money?



We are experiencing a cultural shift.

Money is important, but it is not enough by itself.

careerbuilder.com



Benefits

- Greater staff retention
- Better mental health
- Increased morale
- Increased productivity
- Better interoffice relationships
- Increased sense of meaning and passion about work
- Attracts new staff

Facets of Workplace Culture

Philosophy	• Why are we here?
Policies	• What are the expectations?
Relationships	• Between staff
Environment	• Working conditions



Philosophy

Why are we here?

- What are our core values?
- What are our goals?
- Is the organizational philosophy clear?
- Is the workplace philosophy collaborative?

Policies/ informal



What are the expectations?

- What are the "rules"?
- Who decides?
- What is the rationale?
- How is a breach of policy handled, and by who?
- Is everyone held accountable?
- Does it promote wellness?

Relationships



Staff


- Are we respectful?
- Are we diverse?
- Are we inclusive?
- How do we communicate?
- How do we manage conflict?
- How do we recognize/appreciate individuals and teams?
- How do we team build?

Environment



Working Conditions

- Can include physical factors
- Not just the physical space
- Do we feel safe?
- The workplace "mentality"
- The pace
- Formal/informal
- Remote or in office?



- Philosophy
- Policies
- Relationships
- Environment



Workplace Culture is not fixed.

Workplace culture evolves.

**Workplace
culture is
everyone's
business!**



Workplace Psychological Health and Safety Standards

- Reduce risks related to mental illness and/or poor mental health
- Promote productivity and engagement
- Reduce potential liabilities related to the workplace legislation and employee mental illness
- Develop and continuously improve work environments

Promoting Wellness at Work

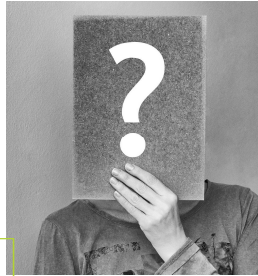
For additional Mental Health in the Workplace presentations, or for consultation on implementing Psychological Health and Safety in the Workplace Standards contact:

education@cmhaww.ca

If you have questions for me around the information presented today please contact me directly at:

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Questions?



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