

Re-imagining the Workplace: *Mental Health in the time of COVID 19*



About the Presenter

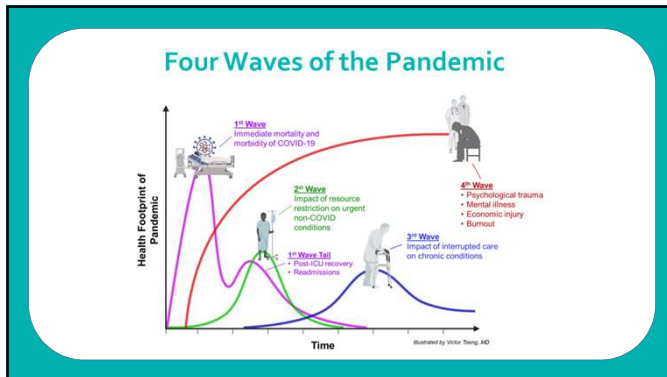
Angela Heeley is the Mental Health Promotion and Education Coordinator and has worked for CMHAWW for 11 years in a variety of roles, including crisis support, group facilitation, outreach, family education and suicide intervention.

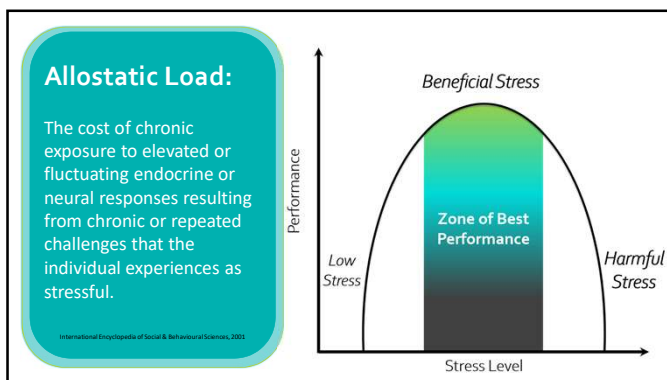


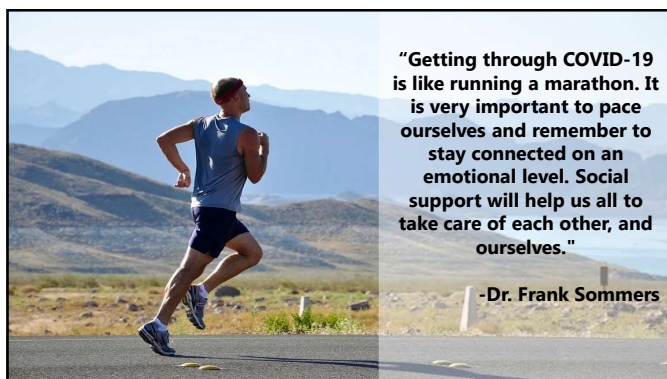
Content



- 1** **Aware**
Learn about the mental health impact of COVID 19.
- 2** **Explore**
Ways employers and staff can support a re-entry to the workplace.
- 3** **Act**
Utilize coping strategies and resources.





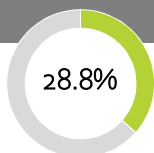


It is important to remember that an employee in late 2021 is not the same person they were in early 2020.

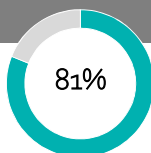
Poll Question:

Has the pandemic had a negative impact on your mental health?

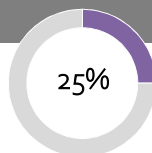
Fast Facts



28.8% of Canadians report moderate to severe anxiety about returning to pre-pandemic routines.



81% of Canadian workers reported the pandemic is negatively impacting their mental health.



25% of adults age 35-54 and 21% aged 18-34 have increased their alcohol consumption.

www.carrs.ca




Anxiety

- Leaving the house
- Getting sick
- Finances
- Not knowing what to expect
- Re-adjusting to the workplace
- Re-learning the job
- Worrying about loved ones



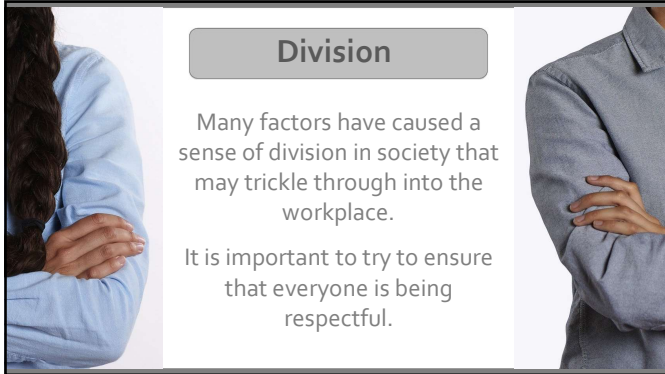
Depression

- Grief and loss
- Isolation
- Prolonged stress
- Hopelessness
- Relationship issues
- Inactivity
- Delayed healthcare treatment
- Lack of motivation



Substance Use

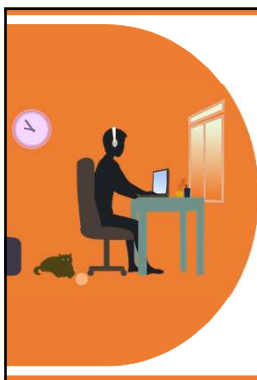
- Using to numb emotions/distract
- Using more often
- Developing a tolerance
- Withdrawal
- Losing control over use
- Using despite negative outcomes/consequences



Division

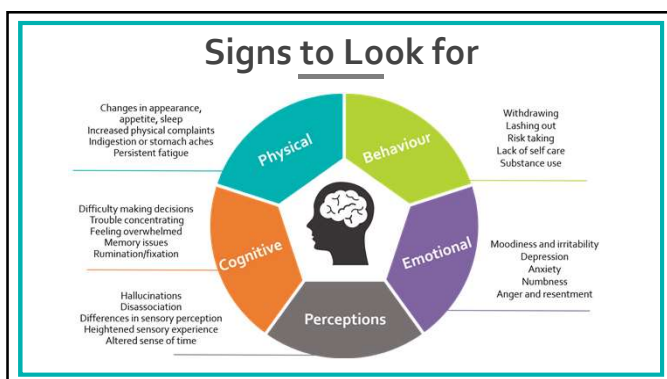
Many factors have caused a sense of division in society that may trickle through into the workplace.

It is important to try to ensure that everyone is being respectful.



Positive Impacts

- Greater work/life balance
- Staying in your comfort zone
- Potential for less office distractions
- Increased productivity
- Learning new virtual skills
- No commute. No parking.
- Saving money (gas, parking, lunch, coffee)



Supporting Mental Health

Are you aware of what resources are available to you?

Are you willing to access supports?

Invest in your wellness.

Be kind to yourself.

Communication is key!



Check In



- Talk to your supervisor before things get too overwhelming.
- Are you having a hard time adjusting?
- Are there issues you supervisor should know about?
- Are there issues in your personal life that need consideration, for example, a sick child or spouse, death in the family, etc.
- Are you having concerns with your health?

MEET EACH OTHER HALF WAY

You:

Communication
Self care
Treatment
Accessing resources & information
Your behaviour

Employers:

Communication
Privacy
Accommodations (formal or informal)
Health & Safety
Your behaviour

Poll Questions:

Are you nervous about being in the workplace during COVID 19?

Tips for responding to and supporting employees...



Have a plan

Stay informed and be prepared to answer & ask questions without judgment.

Your organization may want to compile frequently asked questions and direct employees to them.

Ensure all measures related to infection prevention are clear.





Empathize

Share that you understand it is stressful and that's okay.

Be non-judgmental. People will have different levels of stress and comfort.

Reach out & touch base with others. Be available to listen.



Recognize

This is not quite "business as usual"

People may be slower, have difficulty concentrating, and may have to re-familiarize themselves.

Know that work will likely be impacted. Expectations have to shift accordingly during this period of adjustment.




Reassure

You are not alone. This situation is uncommon; Your reaction is not.

Counter misinformation with accurate and reliable resources.

Remember there are internal (EFAP and H.R.) and external supports (like HERE 24/7)

Understand



Recognize when stress has become unmanageable.

Some employees may need mental health days and medical intervention to ensure adequate support.



Promoting Wellness at Work

Mental Health in the workplace exists regardless of COVID 19

It is not just about responding to issues. It is about promoting wellness everyday.

Consult the Psychological Health & Safety in the Workplace Standards

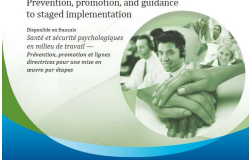


CAN/CSA-Z1003-13/BNQ 9700-803/2013
National Standard of Canada

Psychological health and safety in the workplace — Prevention, promotion, and guidance to staged implementation

*Document en français
Santé et sécurité psychologiques
en milieu de travail —
Prévention, promotion et lignes
directrices pour une mise en
œuvre par étapes*



Commissioned by the
Mental Health Commission of Canada

www.mentalhealthcommission.ca

- Organizational Culture
- Psychological and Social Support
- Clear Leadership & Expectations
- Civility & Respect
- Psychological Demands
- Growth & Development
- Recognition & Reward
- Involvement & Influence
- Workload Management
- Engagement
- Balance
- Psychological Protection
- Protection of Physical Safety

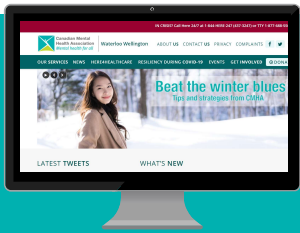


1 844 437 3247
(HERE247)

Call anytime to access
Addictions, Mental Health
& Crisis Services
Waterloo-Wellington

**COVID-19:
HERE4HELP**

- Here4Help.ca
- Resources, information, and guidance to support mental health as we navigate this new and temporary normal
- Sections specific to children, youth, parents, and guardians, adults, seniors and caregivers, employees and employers, and healthcare workers.



Visit us online
cmhaww.ca



BounceBack®
reclaim your health


A free program to help
you tackle depression
and anxiety.

bouncebackontario.ca
1-866-345-0224



Helpful Apps

- Calm
- Insight Timer
- Down Dog
- Headspace
- Mindshift
- Stop. Breathe. Think.
- Breethe meditation
- Gratitude Journal 365
- 10% Happier
- Goal Wizard



Other Websites

- camh.net
- mentalhealthhelpline.ca
- wrspc.ca
- mentalhealthcommission.ca
- 211Ontario.ca



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:

aheeley@cmhaww.ca

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