



Dare to Have *'that'* Conversation

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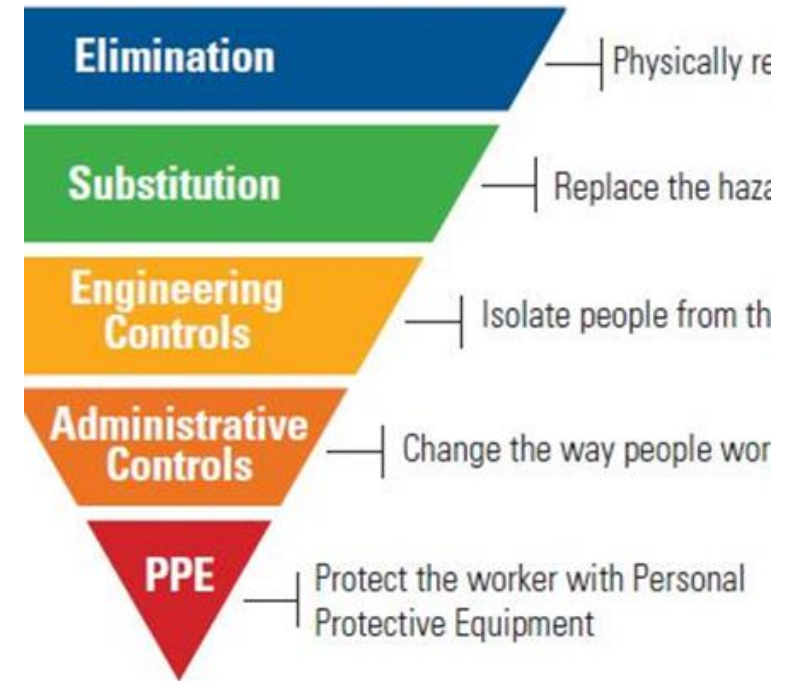
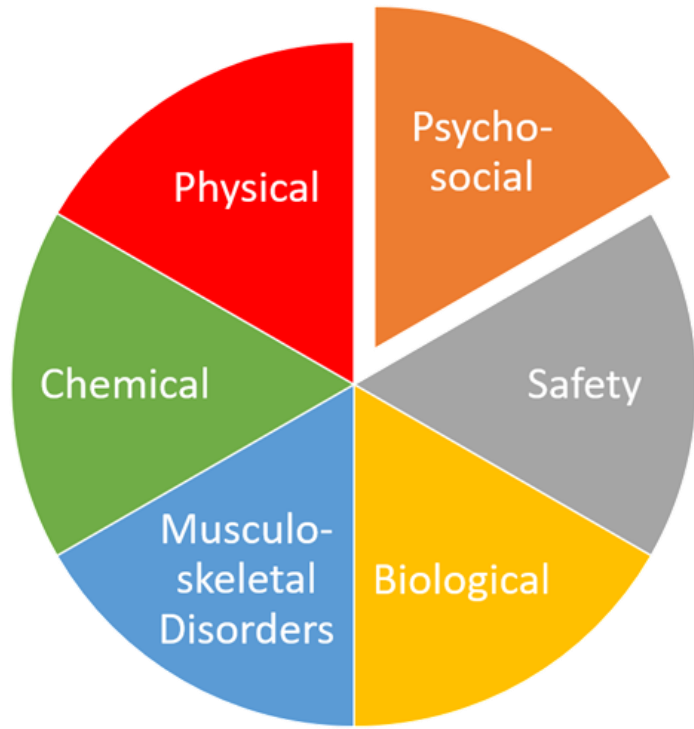
Objectives

Mental Health in the Workplace

The Mental Health Continuum

Four-Steps to have 'that' conversation

Support and Resources



Health and Safety

Definitions

Mental health: We all have mental health, just like we all have physical health.

Mental Illness: A diagnosed mental disorder

Mental Harm: Bullying, harassment, threats, physical violence and traumatic events

Stats & Stigma

One in Five People

Suicide Every 40 seconds

\$1494 per person

1/3 of all Disability Claims

70% of all Disability Costs

The Mental Health Continuum



Signs and Indicators

<ul style="list-style-type: none"> ▶ Normal mood fluctuations ▶ Calm/confident ▶ Good sense of humour ▶ Takes things in stride ▶ Can concentrate/focus ▶ Consistent performance ▶ Normal sleep patterns ▶ Energetic, physically well, stable weight ▶ Physically and socially active ▶ Performing well ▶ Limited alcohol consumption, no binge drinking ▶ Limited/no addictive behaviours ▶ No trouble/impact due to substance use 	<ul style="list-style-type: none"> ▶ Nervousness, irritability ▶ Sadness, overwhelmed ▶ Displaced sarcasm ▶ Distracted, loss of focus ▶ Intrusive thoughts ▶ Trouble sleeping, low energy ▶ Changes in eating patterns, some weight gain/loss ▶ Decreased social activity ▶ Procrastination ▶ Regular to frequent alcohol consumption, limited binge drinking ▶ Some to regular addictive behaviours ▶ Limited to some trouble/impact due to substance use 	<ul style="list-style-type: none"> ▶ Anxiety, anger, pervasive sadness, hopelessness, ▶ Negative attitude ▶ Recurrent intrusive thoughts/images ▶ Difficulty concentrating ▶ Restless, disturbed sleep ▶ Increased fatigue, aches and pain ▶ Fluctuations in weight ▶ Avoidance, tardiness, decreased performance ▶ Frequent alcohol consumption, binge drinking ▶ Struggle to control addictive behaviours ▶ Increase trouble/impact due to substance use 	<ul style="list-style-type: none"> ▶ Excessive anxiety, panic attacks, easily enraged, aggressive ▶ Depressed mood, numb ▶ Non compliant ▶ Cannot concentrate, loss of cognitive ability ▶ Suicidal thoughts/intent ▶ Cannot fall asleep/stay asleep ▶ Constant fatigue, illness ▶ Extreme weight fluctuations ▶ Withdrawal, absenteeism ▶ Can't perform duties ▶ Regular to frequent binge drinking ▶ Addiction ▶ Significant trouble/impact due to substance use
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Trust your Instincts

Four-Steps for *'that'* conversation

1. Ask
2. Listen
3. Encourage action
4. Check-in

'ALEC'

RU OK?TM

A conversation could change a life.

#1. ASK

“You haven’t seemed yourself lately, are you feeling, okay?”

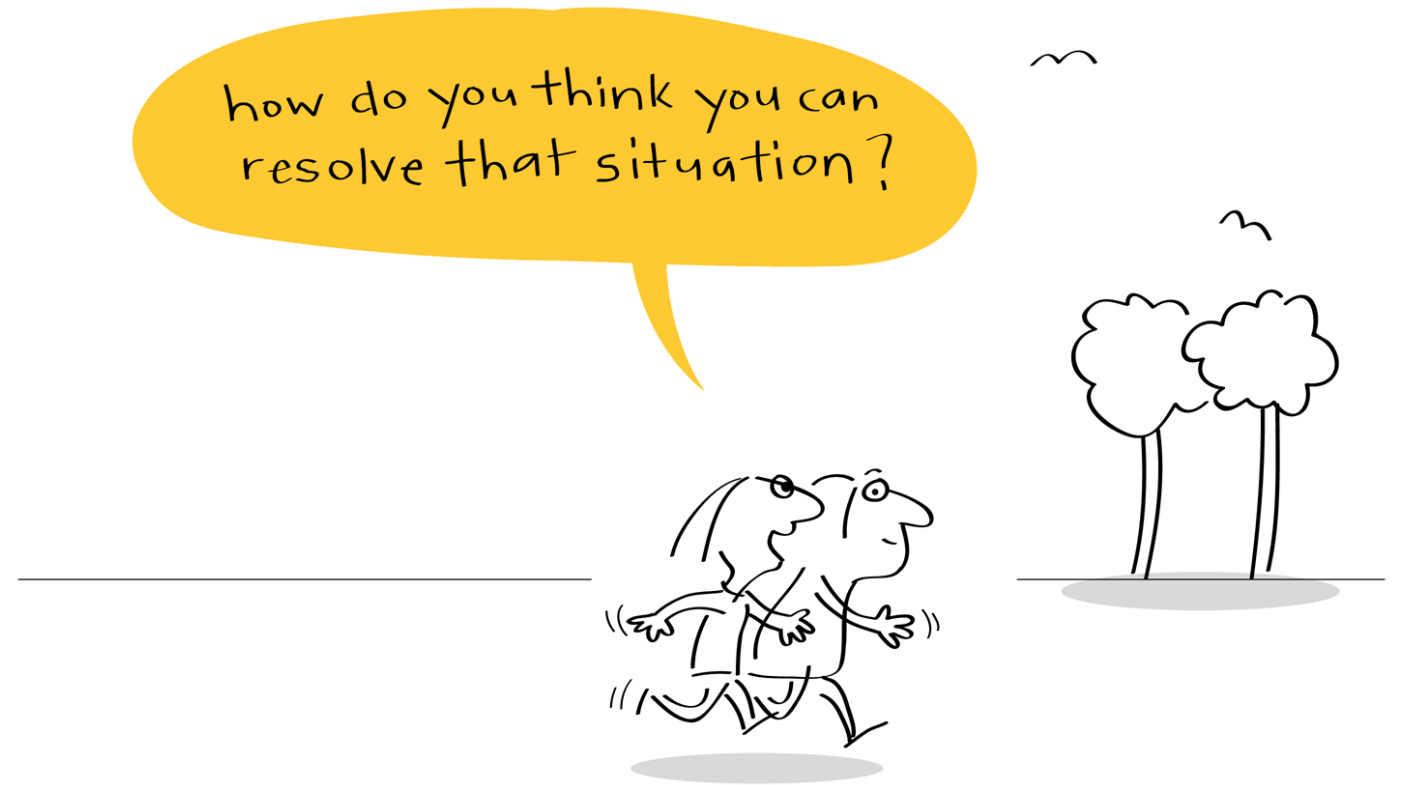
#2: Listen



- JUST LISTEN.
- AND SOMETIMES Acknowledge and ask clarifying questions
 - That can't be easy...
 - How long have you felt this way?
 - What do you mean by _____?
 - Can you tell me a bit more about _____?
 - Are you saying _____?

#3: Encourage Action

- The trick is finding the right balance of listening and helping.



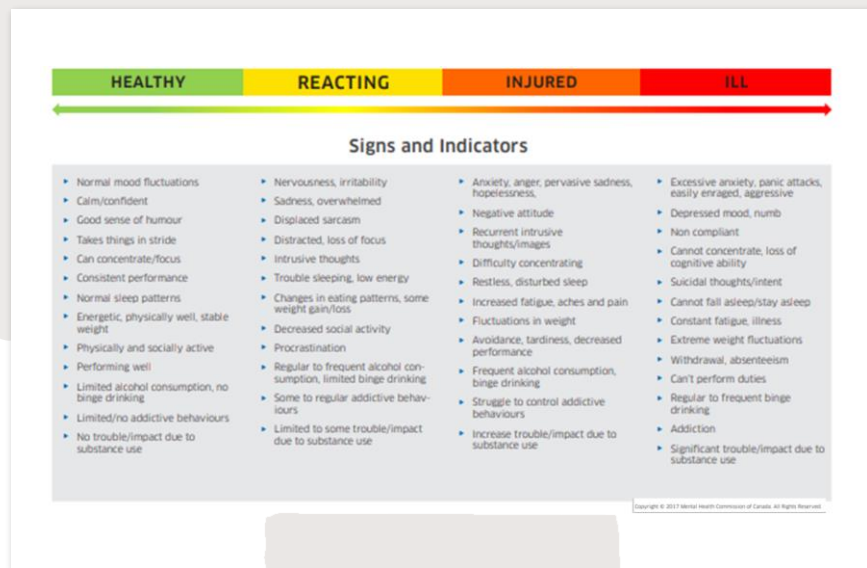


#4: Check-In

- Arrange a future check in at a specified time
- Avoid vague plans – Specific & Intentional

Progress Over Perfection

- Think of a person you want to ask?
- What would you ask? How will you ask it? Where will you ask it?
- How will you listen?
- Who decides what is next
- How will you remember to check-in?





Available Supports

Supports & Resources

- Workplace Safety North's Mental Health Team
 - www.workplacesafetynorth.ca
- The Mental Health Continuum
 - <https://theworkingmind.ca/continuum-self-check>
- RUOK Website
 - <https://www.ruok.org.au/>
- CSA Standard: Psychological Health and Safety
 - <https://www.csagroup.org/article/canrsa-z1003-13-bnq-9700-803-2013-r2018/>
- Workplace Strategies for Mental Health
 - <https://www.workplacestrategiesformentalhealth.com/>
- Psychologically Safe Leader Assessment
 - www.psychologicallysafeleader.com

Thank you



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