



Safe Environments.  
Healthy Workers.

# Burnout in the Workplace: A Focus on Prevention

Public Services Health & Safety Association  
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# Who We Are

ESTABLISHED IN

**200**

**NON-PROFIT  
ASSOCIATION**



**FUNDED  
PARTNER**

**OF THE  
Ministry  
of Labour**

WE PROVIDE  
OCCUPATIONAL  
**HEALTH**



**& SAFETY**

**Training  
Resources  
Consulting**

WE WORK WITH

**1.67+**  
MILLION WORKERS

**10,000+**  
ORGANIZATIONS

**ONTARIO'S PUBLIC &  
BROADER PUBLIC SECTORS:**

**Education  
Healthcare  
Emergency Services  
Government  
First Nations**

# Agenda

1. Burnout - what is it and why is it an issue for Workplaces
2. Recognizing burnout
3. Prevention of burnout
4. Controlling burnout
5. Resources



# Psychologically Healthy and Safe Workplace

- A workplace that promotes workers' psychological well-being and actively works to prevent harm to worker psychological health including in negligent, reckless, or intentional ways



# Hazard – Psychological

## Mental Health (Psychological Health)

- A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community

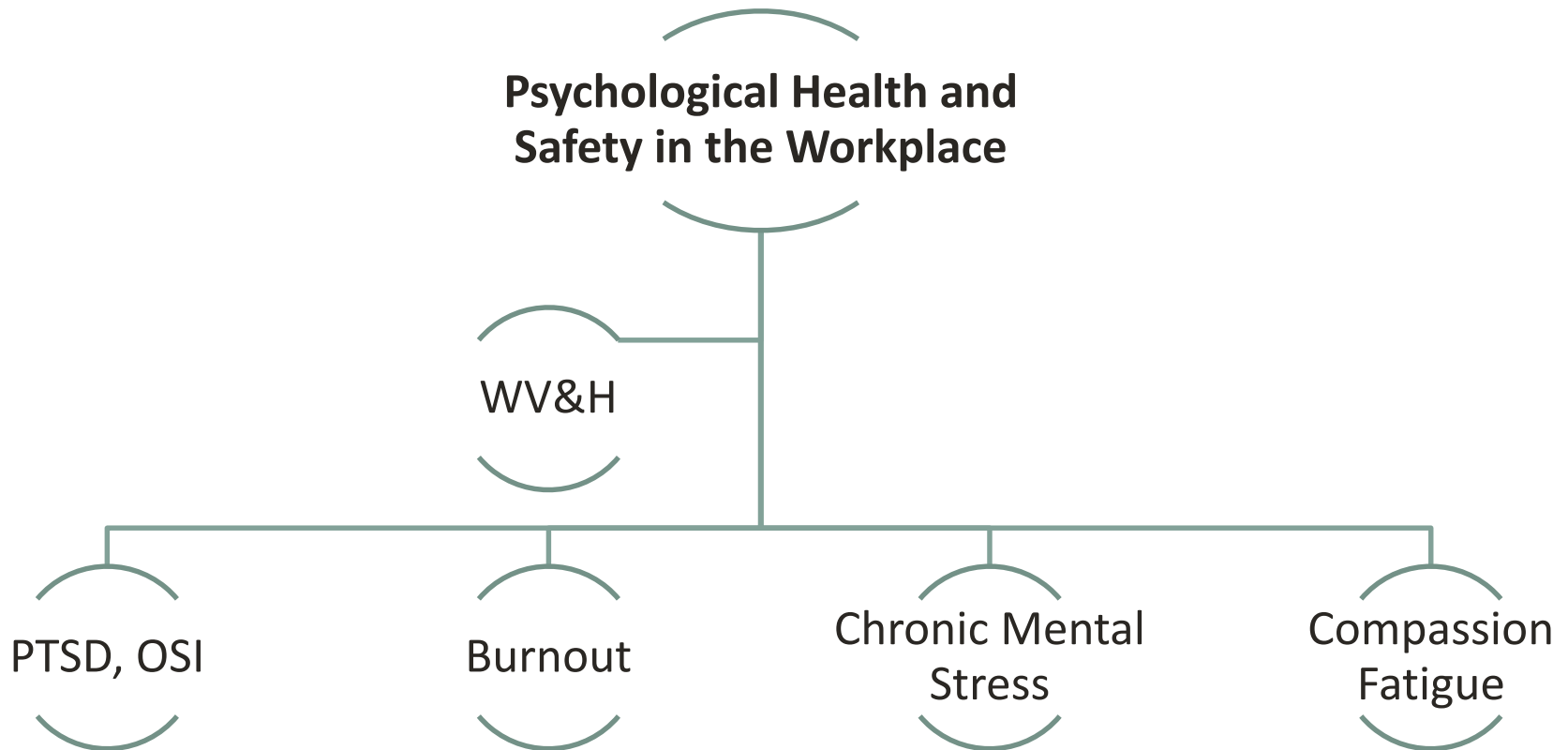


# Psychological Safety

- The absence of harm and/or threat of harm to mental wellbeing that a worker might experience

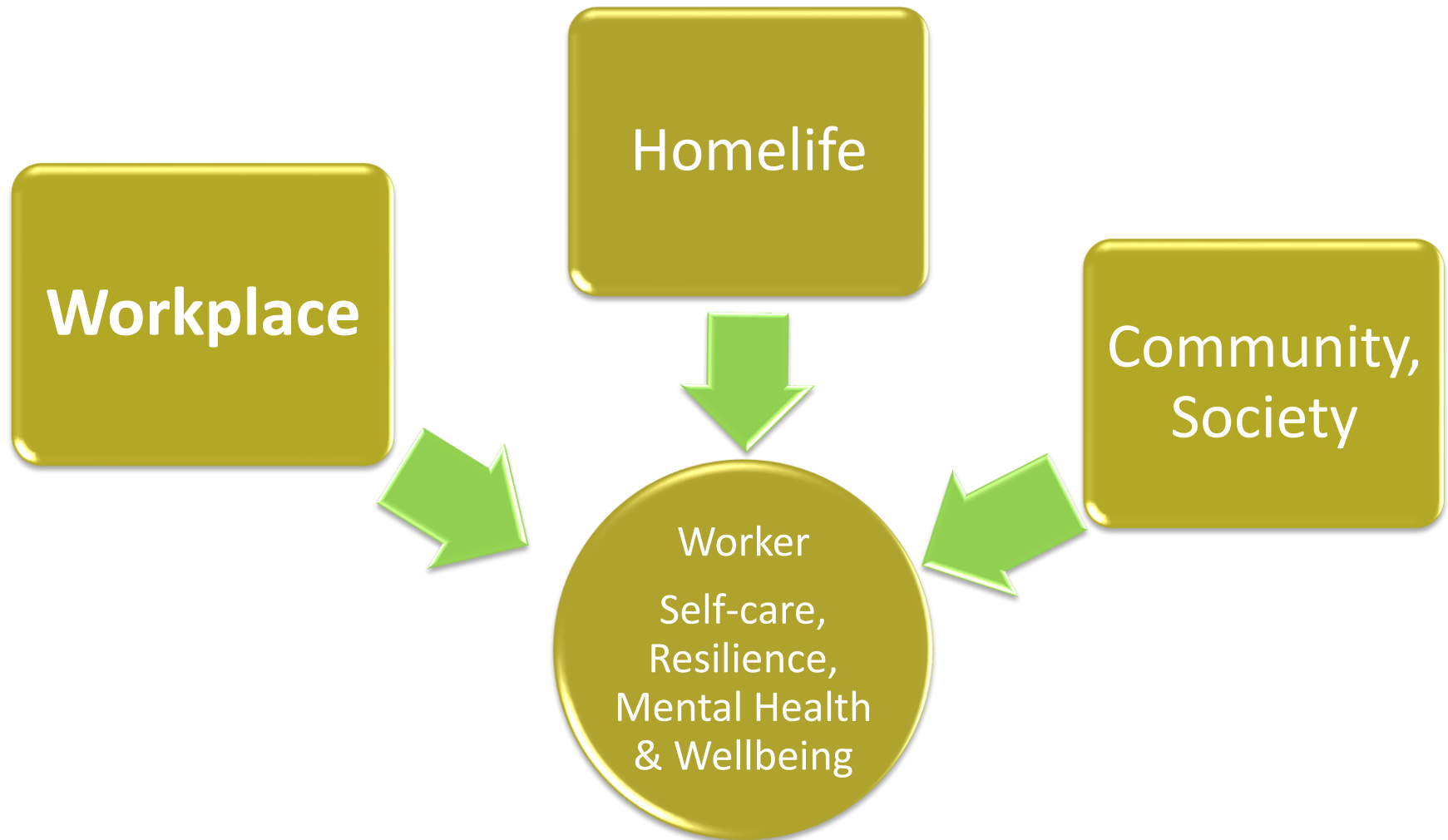


# Psychological Health and Safety in the Workplace





Safe Environments.  
Healthy Workers.







# Common reactions/conditions

- Occupational Stress Injury
- Burnout syndrome
- Post-Traumatic Stress Disorder/Injury
- Chronic Mental Stress
- Compassion Fatigue
- Vicarious Trauma
- Moral Injury
- Second Victim Phenomenon (HC specific)
- Suicide
- Substance Abuse



# A Canadian Spotlight on Stress

- General Social Survey 2010 – stressful – 73%
- Among these stressed workers, 37% reported that they were highly stressed
- Source of stress – work for 62% (followed by time, finances, family, personal/other)



# What kind of experiences cause stress?

At least three different types of stress associated with physical and mental health risks:

- Chronic routine stress
- Sudden negative change
- Traumatic stress



# INTRODUCTION TO BURNOUT

# Burnout: what is it?

- Major psychosocial issue resulting from chronic stress
- Cumulative reaction to constant occ. stressors – misfit between worker and designated work (job)



- *We cannot eliminate the work to be done but we can control the risk to injury*

# Burnout:

- Etiology
- Mismatch between expectations and processes or structures in workplace
- Workload
- Job Control
- Reward
- Community
- Fairness
- Values

# Burnout - what is it?

- Also known as Burnout Syndrome (BOS)
- Characterized by **emotional exhaustion, cynicism** and a sense of **professional ineffectiveness**
- A Mental Health Issue - Psychological response to hazards, impacts individual as well as workplace
- Inability to cope with emotional stresses at work or the excessive use of energy leading to exhaustion and feeling of failure
- The focus of this presentation is the **workplace factors** which may have potential to cause mental harm and what we can do as individuals and as an organization to mitigate or control the risk this harm

# Burnout: Emotional Exhaustion (EE)

Decline in emotional & physical resources

- Meaning and purpose
- Attention
- Control
- Rational thinking
- Instincts
- Lack of energy
- Motivation
- Capacity to do work is diminished



# **Burnout: Cynicism / Depersonalization (DP)**

## Psychological state

- Detachment
- Lack of enthusiasm / determination
- Egocentric behavior
- Loss of passion
- Impersonal treatment of people
- Anxiety

# **Burnout: Reduced Professional Achievement (PA)**



- Inefficiency
- Low personal accomplishments
- Lack of self confidence
- Negative self assessment
- Dissatisfaction with achievements

# Stress

**Stress is the nonspecific response of the body to any demand for change**

**Eustress** or positive stress, has the following characteristics:

- Is short-term
- Motivates, focuses energy
- Is perceived as within our coping abilities
- Feels exciting
- Improves performance

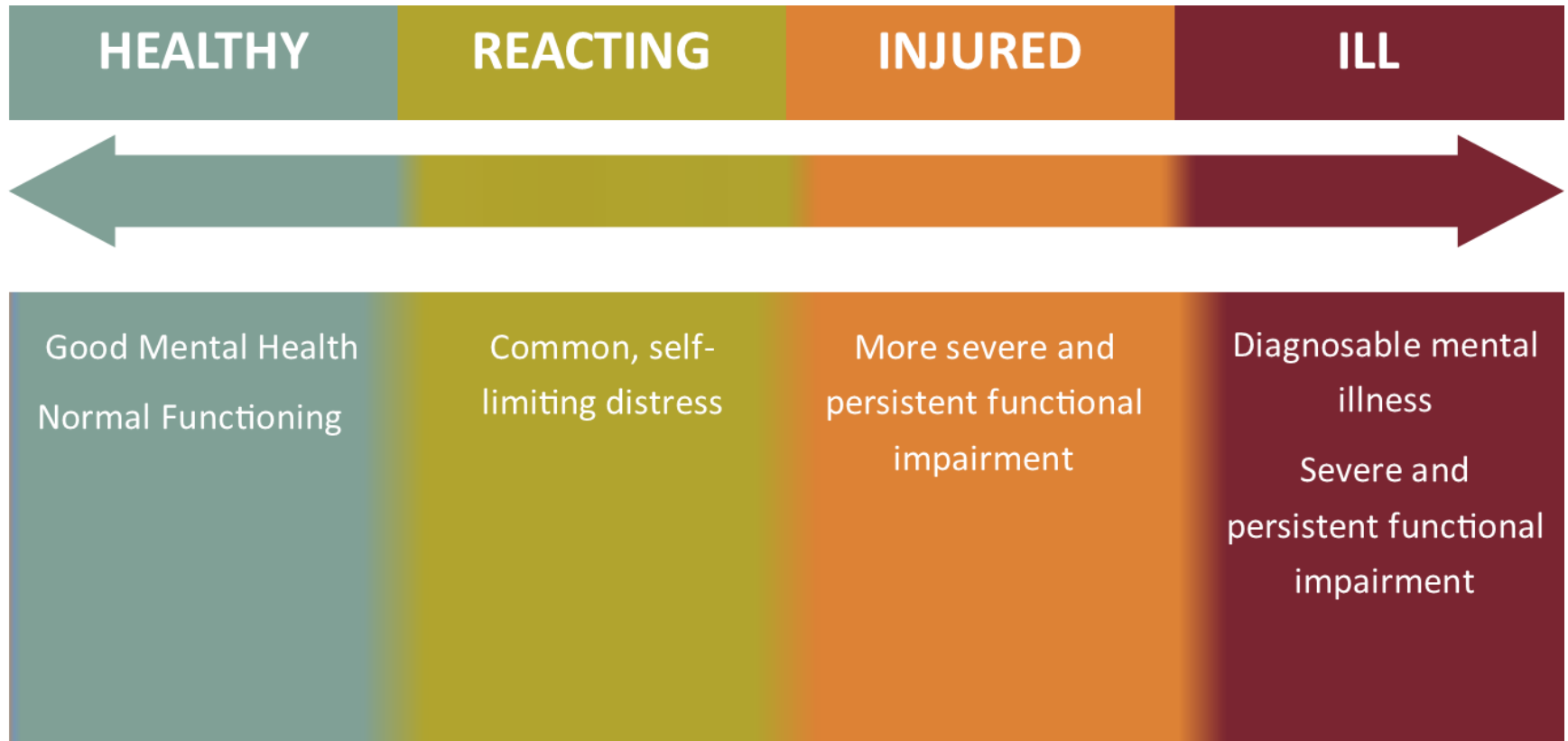
**Distress** or negative stress, has the following characteristics:

- Can be short- or long-term
- Causes anxiety or concern
- Is perceived as outside of our coping abilities
- Feels unpleasant
- Decreases performance

# Stress Continuum

- Eustress – “positive stress” to Burnout Syndrome (BOS)
- BOS – “distress”. Unable to cope with stressors over an extended period of time, leading to depletion of the body’s defense mechanisms and ultimately physical and emotional exhaustion (Vahedian-Azimi et al., 2017)
- BOS – Emotional exhaustion, depersonalization, and reduced personal achievement (redefined in 1996)

# Mental Health Continuum Model



Adapted from the US Marine Corps.



R	A	C	E
Recognize	Assess	Control	Evaluate
<ul style="list-style-type: none"> <li>• Workplace Inspections</li> <li>• Hazard Identification Tools</li> <li>• Job Hazard Analysis</li> <li>• Observations</li> <li>• Problems/ concerns of anyone</li> <li>• Use your senses</li> <li>• Review of Documents</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Compare to a standard</b></li> <li>• <b>Risk assessment</b> <ul style="list-style-type: none"> <li>- Identify how the individual might get harmed</li> <li>- Identify the probability that the hazard is going to cause harm</li> <li>- Identify how severe the hazard could be</li> <li>- Identify hazard priority</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Locations:</b> <ul style="list-style-type: none"> <li>- At the Source</li> <li>- Along the Path</li> <li>- At the Worker</li> </ul> </li> <li>• <b>Controls:</b> <ul style="list-style-type: none"> <li>- Elimination</li> <li>- Substitution</li> <li>- Engineering</li> <li>- Administrative</li> <li>- Personal Protective Equipment (PPE)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>The control is:</b> <ul style="list-style-type: none"> <li>- Working as expected</li> <li>- Has been communicated to affected workers</li> <li>- Reduces the risk</li> <li>- Reduces complaints, injuries, illnesses</li> <li>- Does not create new hazards</li> </ul> </li> </ul>

# R.A.C.E. Against Burnout

**1**

## Recognize

- ▶ Signs & Symptoms
- ▶ Identify H&S metrics
- ▶ Identify workplace stressors

**2**

## Assess

Determine current state;  
Mindful Employer,  
Stress Assess  
Surveys

**3**

## Control

Educating & training  
  
Structural changes to reduce workplace stress

**4**

## Evaluate

Check the impact of controls  
  
Are they making the desired difference?



# RECOGNITION



# Burnout; how do we Recognize it?

In ourselves and our colleagues....  
can be broken down into 3 Categories:

- ***Physical*** signs and symptoms
- ***Behavioral*** signs and symptoms
- ***Social*** signs and symptoms

# Physical Signs & Symptoms of Burnout

- Exhaustion
- Sleep Disruptions
- Headaches, migraines
- Aches and pains without a discernible physical injury
- Eye twitching
- Heartburn/indigestion, nausea
- Increased susceptibility to illness; frequent colds, flu

# Behavioral Signs & Symptoms of Burnout

- Cognitive Weariness
- Forgetfulness
- Judgement and/or Decision Making
- Anger or irritability

# Social Signs & Symptoms of Burnout

- Withdrawing from social events/gatherings
- Not wanting to be around others
- Overindulgence

# How do we Recognize Burnout in our Organizations?



- ↑ Absenteeism
- ↑ Presenteeism
- ↑ MSD's and other injuries
- ↑ grievances and or internal conflicts
- Employees with an exaggerated sense of responsibility
- Employees expressing inadequacy for accomplishments
- ↑ Errors

# Recognition Continued

- ↓ Quality of service / work
- ↓ Employee morale
- Turnover
- Individuals with poor self esteem or devaluing their accomplishments
- ↑ Costs associated with healthcare/disability
- ↑ Mental health conditions such as depression and anxiety disorders

# Factors Impacting on Changing Workplace

- Fast pace - More demand, less control
- Shift work
- Client populations
- Insufficient/inadequate funding
- Low social support at work
- Interpersonal conflicts
- Low participation in decision making
- Exposure to suffering, trauma, dying patients



**ASSESS**



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# ASSESS

- CCOHS – Mental Health

[https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_risk.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_risk.html)

- Workplace Strategies for Mental Health

<https://www.workplacestrategiesformentalhealth.com/>

- Mindful Employer

<https://www.mindfulemployer.ca/>

- Stress Assess – OHCOW

<https://stressassess.ca/>

# CCOHS Resources



Government of Canada / Gouvernement du Canada

Canada.ca | Services | Departments | Français

**CCOHS**  
Canadian Centre for Occupational Health and Safety

Legislation ▾ Hazards ▾ Workers ▾ Health and Wellness ▾ Programs ▾ I am looking for... ▾ HELP ▾ LOGIN ▾

Home → OSH Answers → Health Promotion / Wellness / Psychosocial

## OSH Answers Fact Sheets

Easy-to-read, question-and-answer fact sheets covering a wide range of workplace health and safety topics, from hazards to diseases to ergonomics to workplace promotion. [MORE ABOUT >](#)

Download the free OSH Answers app

Download on the App Store | GET IT ON Google Play

Search all fact sheets:

Type a word, a phrase, or ask a question

SEARCH HELP

### Mental Health - Psychosocial Risk Factors in the Workplace

[CLOSE ALL](#)

▼ What are Psychosocial Risk (PSR) factors?

Thirteen psychosocial risk (PSR) factors have been identified by researchers at Simon Fraser University "based on extensive research and review of empirical data from national and international best practices. The factors were also determined based on existing and emerging Canadian case law and legislation."

These 13 factors are discussed in detail on the *Guarding Minds at Work (GM@W)* website. GM@W is a free, evidence-based strategy that helps employers protect and promote psychological safety and health in their workplace. The same 13 factors are used in the CSA Z1003-13 (R2018) "Psychological health and safety in the workplace - Prevention, promotion, and guidance to staged implementation" which is available for free from their website.

The 13 organizational factors that impact organizational health, the health of individual employees and the financial bottom line, including the way work is carried out and the context in which work occurs, are:

1. Psychological Support
2. Organizational Culture
3. Clear Leadership & Expectations
4. Civility & Respect
5. Psychological Competencies & Requirements
6. Growth & Development
7. Recognition & Reward
8. Involvement & Influence
9. Workload Management
10. Engagement
11. Balance
12. Psychological Protection
13. Protection of Physical Safety

- [https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_risk.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_risk.html)
- [https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_address.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_address.html)
- [https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_intro.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_intro.html)

# Workplace Strategies for Mental Health



[About](#) | [Contact](#) | [Media](#) | [Français](#)



Can we help you find something? [Find out more](#)

PSYCHOLOGICAL  
HEALTH AND SAFETY

MANAGING  
WORKPLACE ISSUES

EMPLOYEE  
RESOURCES

JOB-SPECIFIC  
STRATEGIES

FREE TRAINING  
AND TOOLS

Improve psychological health and safety in your workplace.  
Support employee success when mental health is a factor.

ALL TOOLS AND RESOURCES ARE FREE.  
USE THEM TO HELP MAKE A DIFFERENCE.



## When Your Boss is Stressing You Out

There are many practical strategies we can use to cope with this stress. But what happens when it is your boss who is stressing you out?  
[Read more](#)

[workplacestrategiesformentalhealth.com/When-Your-Boss-is-Stressing-You-Out](https://www.workplacestrategiesformentalhealth.com/When-Your-Boss-is-Stressing-You-Out)



## Learn about the National Standard – Civility and Respect

Civility and Respect means showing appreciation, care, and consideration for everyone, whether they're coworkers, supervisors, customers, or clients. Create a psychologically safe and healthy workplace using these tips from the National Standard.

## Latest News

### PRESENTED BY THE MENTAL HEALTH COMMISSION OF CANADA: SUBSTANCE USE AND MENTAL HEALTH ON CAMPUS ENGAGEMENT EVENT

The Mental Health Commission of Canada (MHCC), in collaboration with key partners and funders, invites you to a **Substance Use and Mental Health on Campus Engagement Event** to inform a new **Standard for Psychological Health and Safety for Post-Secondary Students (PSS Standard)**.

Many post-secondary students experience

- <https://www.workplacestrategiesformentalhealth.com/Search/DisplaySearch>

# Mindful Employer

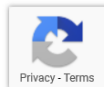
[MINDFUL CAMPUS](#)[MINDFUL LEADER](#)[IN-HOUSE](#)[CHARTER](#)[RESOURCES ▾](#)[ACCOUNT](#)

## IMPROVING WORKING LIVES

Everything we develop is made to improve workplace mental health (including yours) and increase the ability of leaders to respond effectively to others. We do this by providing the guidance you need through innovative and practical resources. We're revolutionizing the Canadian workforce. Join us.

[About Us](#)

## HOW CAN WE HELP YOU?



# Stress Assess – OHCOW

Occupational Health Clinics  
for Ontario Workers



Centres de santé des travailleurs  
(ses) de l'Ontario



Home About

Contact Us

Français

## Welcome to StressAssess

A survey of the psychosocial factors  
in your workplace



This survey is based on the Copenhagen Psychosocial Questionnaire (COPSOQ) and has been adapted to address concerns within the Canadian workplace.

MORE ABOUT



Choose from two versions





# Stress Assess – OHCOW



## StressAssess

Personal Edition



Français

TABS SPECTRUM GRAPH

## Your Results

See how your score compares to the average score collected from a representative sample of workers from Canadian organizations with more than five workers. Note that this is for your information only. Advice and ideas on how to take action to improve your psychosocial health and safety are provided, but you must decide whether these results represent a situation that needs to be addressed.

(incomplete)

much better

better

same as

not as good as

worse

much worse

... than the National average

Quantitative work demands	Tempo, work pace	Emotional demands
Influence at work	Possibilities for development (skill discretion)	Meaningful work
Predictability (sufficient information)	Recognition	Role clarity
Role conflicts	Quality of leadership	Social support from colleagues
Social support from supervisors	Sense of community at work	Insecurity over employment
Insecurity over working conditions	Vertical trust	Organizational justice
Physical work environment concerns	Safety concerns	Satisfaction with work - job satisfaction
Overall Health	Burnout Symptoms	Stress Symptoms
Undesired sexual attention	Threats of violence	Physical violence
Bullying		



# **CONTROL STRATEGIES**



# Prevention of Burnout, Controls

Refresher of what it is ....

*Characterized by emotional exhaustion,  
cynicism / depersonalization and a pervading  
sense of professional ineffectiveness*

# Prevention of Burnout, Control

*The methodologies we use to prevent a physical injury can and should be applied for the prevention of a mental injury or illness*

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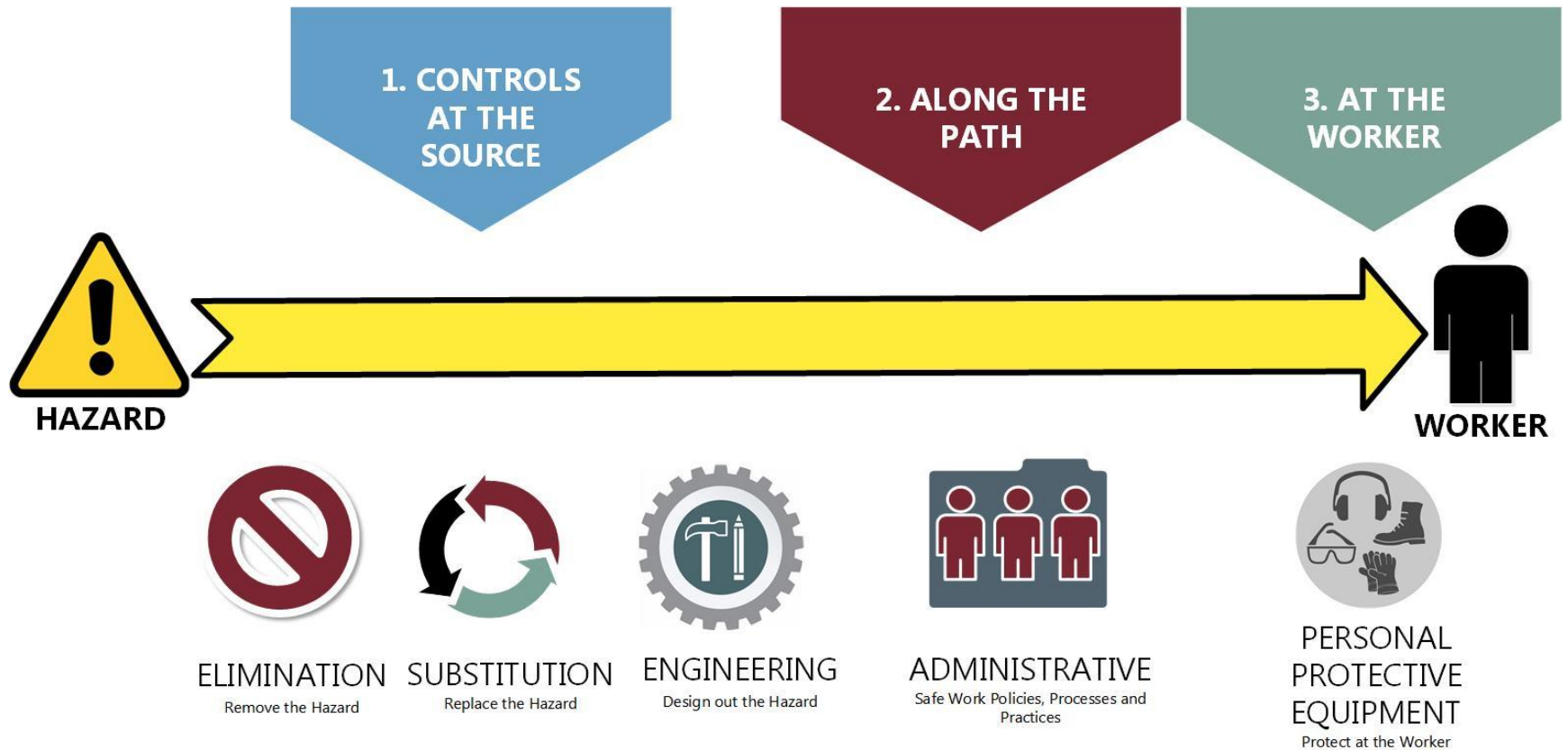
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# Control Measures



# Hierarchy of Controls for the Prevention of Burnout

## At the Source

Redesigning tasks or environments, encouraging participation, time management, team building, creating flexible working conditions and increasing personal support

## Along the Path

Health promotion, relaxation techniques, stress and conflict management skills, assertiveness training, screening for early symptoms and exposures, mindfulness and resilience training, improving communication

## At the Worker

Counselling services (Rational Emotive Behavior Therapy (REBT), EAP, rehab. programs, return to work initiatives, stress management services

# At the Source, Along the Path and at the Worker

	individual	organizational
prevention level	<b>At the source</b> Coping and appraisal skills (resiliency)	<b>At the source</b> Changing the culture, climate, work structure, workload management & organization
	<b>Along the path</b> Wellness, relaxation techniques (mindfulness)	<b>Along the path</b> Awareness, Mental Health 1 <sup>st</sup> Aid training, screening (surveys)
	<b>At the worker</b> Therapy, counselling, medication, support	<b>At the worker</b> EAP, WSIA recognition of chronic stress, return to work

# Workplace Support: Opportunities

- involvement and influence
- workload management
- engagement
- work/life balance
- psychological protection from violence, bullying, and harassment
- protection of physical safety; and
- other chronic stressors as identified by workers

\* CSA Z1003 clause 4.3.4.2

- psychological support
- organizational culture
- clear leadership and expectations
- civility and respect
- psychological job demands
- growth and development
- recognition and reward



# Resilience

- Ability to 'bounce back' after an adversity
- Individual and organizational
- 'Bounce forward' after adversity and develop new strengths that contribute to the organization





# Building Resilience – in Organizations and Individuals

- Low resilience - more likely to exhibit illness, disability, higher absence and turnover, and reduced engagement and productivity.
- Employees can be resilient by imposing resiliency building program that are:
  - Self-regulation
  - Efficient problem solving
  - Self-efficacy
  - Social support



# Create a respectful workplace

- A disrespectful or uncivil workplace can result in reduced employee productivity, poor engagement, conflict and complaints. This may escalate to violence and can contribute to accidents, incidents and injuries.
- Harassment and bullying contribute to psychological injuries, including stress disorders, anxiety and depression.
- If not addressed, disrespectful behavior can become pervasive, resulting in a 'toxic workplace' that can undermine employee recruitment, labor relations and customer confidence.



# Enhance Mental Health Knowledge

- Anti-stigma interventions
- Use of 'contact-based education', in which individuals with experiences of mental illness are invited into the workplace to share their stories and employees are given the opportunity to ask questions and engage in discussion



# Coordinated RTW

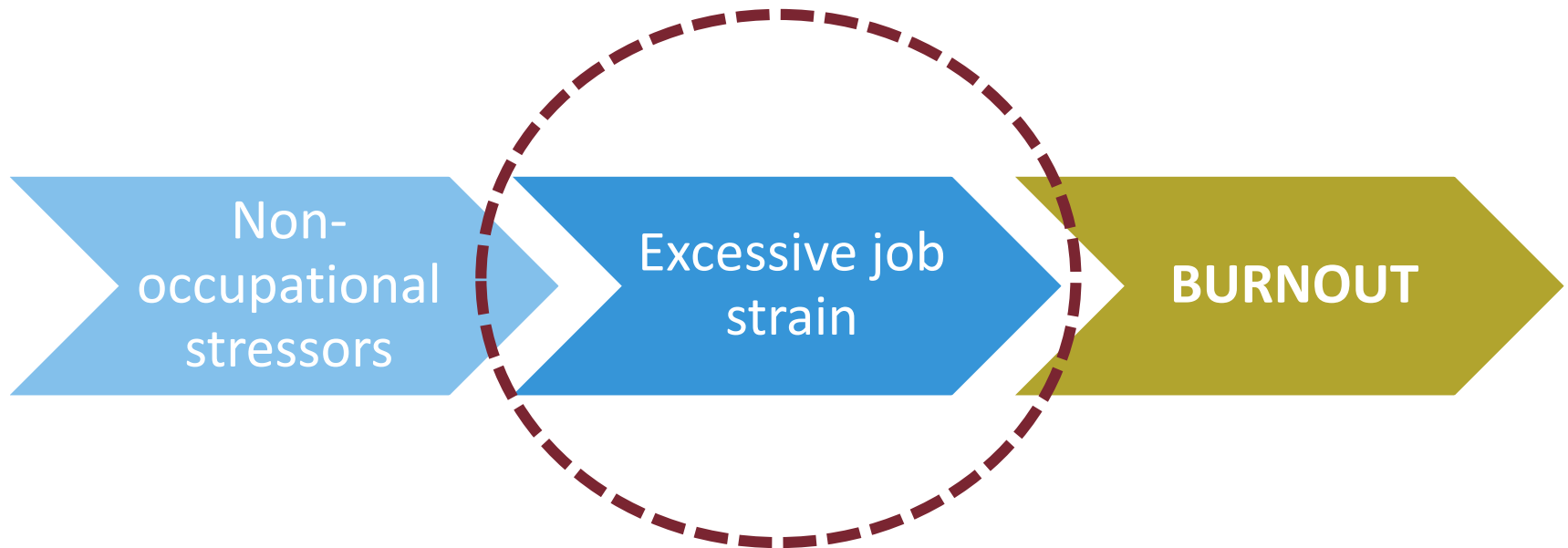
- A key role for the RTW Coordinator is to facilitate communication between managers, health care providers and employees, coaching each of these key players and ensuring they are having the critical conversations needed to identify and resolve problems preventing work return



# Culture of Psychological Safety

- Shared commitment to the importance of promoting and protecting the psychological well-being and safety of employees by taking actions to identify and address risks
- Psychological Safety culture may be enhanced by:
  - Ongoing leadership commitment
  - Two-way communication
  - Learning approach
  - Employee involvement
  - Attitude towards blame

# Path to Burnout





**EEVALUATE**

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# Evaluating Controls



# Evaluating Controls

- Evaluating the effectiveness of control strategies can include short term and long term objectives:
- Short Term:
  - Has the hazard been adequately controlled?
  - Is the control easy to maintain?
  - Are there any concerns or problems?
  - Have any new problems or hazards been created?
- Long Term:
  - Number of psychological cases reported?
  - Severity of psychological injuries or injuries?

# Take away messages...

- It's okay to feel burnout
- Employers cannot ignore the psychological health and safety piece
- I understand what I can do in the workplace to help prevent burnout
- Many evidence-based resources are available to help employees and employers establish good practices



# RESOURCES

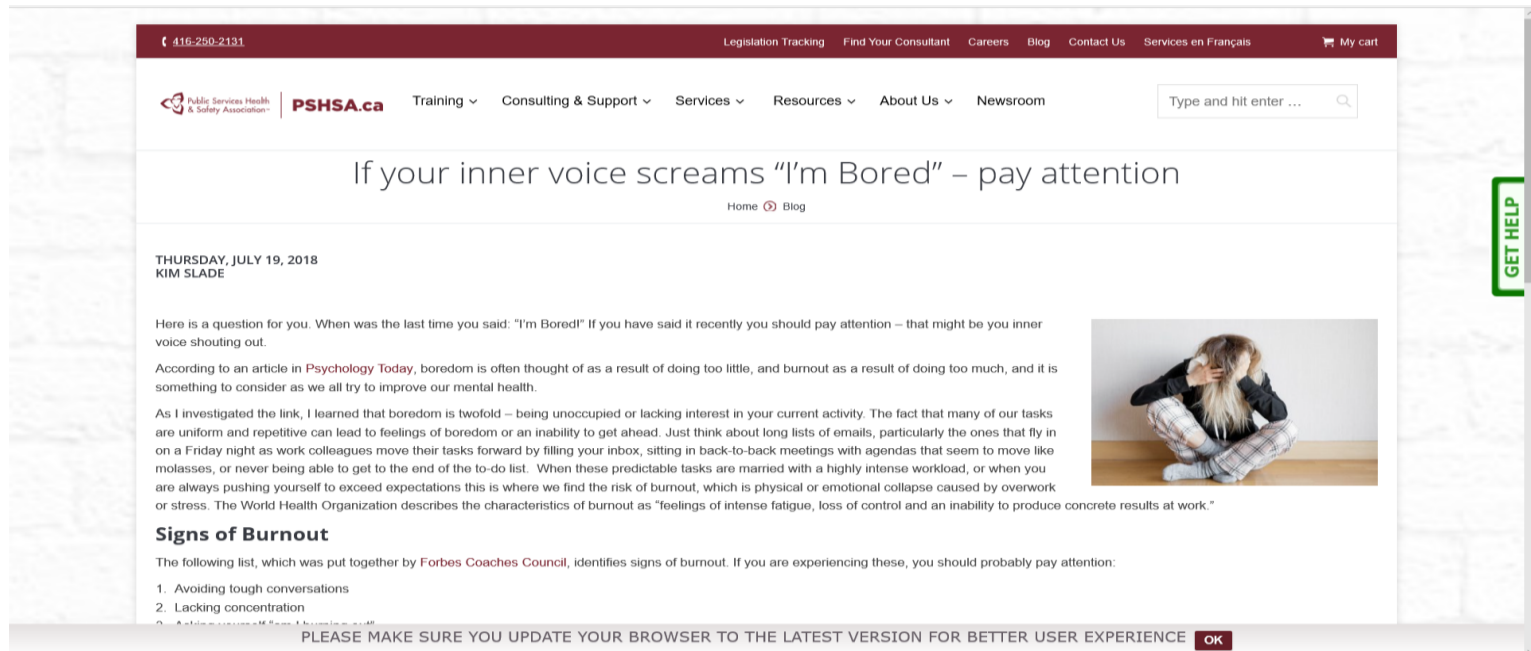
<https://www.healthy-worker.ca/>

## Healthy Worker

We work, we care for and support our family, and we care for ourselves. We commit to juggling these roles in life, but doing so often puts us in overwhelming situations and constantly managing conflicting priorities.

Learn More ↓

# PSHSA – Burnout Blogs



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Type and hit enter ...

## If your inner voice screams “I’m Bored” – pay attention


Home Blog

THURSDAY, JULY 19, 2018  
KIM SLADE

Here is a question for you. When was the last time you said: “I’m Bored”? If you have said it recently you should pay attention – that might be your inner voice shouting out.

According to an article in *Psychology Today*, boredom is often thought of as a result of doing too little, and burnout as a result of doing too much, and it is something to consider as we all try to improve our mental health.

As I investigated the link, I learned that boredom is twofold – being unoccupied or lacking interest in your current activity. The fact that many of our tasks are uniform and repetitive can lead to feelings of boredom or an inability to get ahead. Just think about long lists of emails, particularly the ones that fly in on a Friday night as work colleagues move their tasks forward by filling your inbox, sitting in back-to-back meetings with agendas that seem to move like molasses, or never being able to get to the end of the to-do list. When these predictable tasks are married with a highly intense workload, or when you are always pushing yourself to exceed expectations this is where we find the risk of burnout, which is physical or emotional collapse caused by overwork or stress. The World Health Organization describes the characteristics of burnout as “feelings of intense fatigue, loss of control and an inability to produce concrete results at work.”



### Signs of Burnout

The following list, which was put together by Forbes Coaches Council, identifies signs of burnout. If you are experiencing these, you should probably pay attention:

1. Avoiding tough conversations
2. Lacking concentration
3. Feeling exhausted

PLEASE MAKE SURE YOU UPDATE YOUR BROWSER TO THE LATEST VERSION FOR BETTER USER EXPERIENCE OK

GET HELP

<https://www.pshsa.ca/blog/if-your-inner-voice-screams-im-bored-pay-attention/>



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# Resources



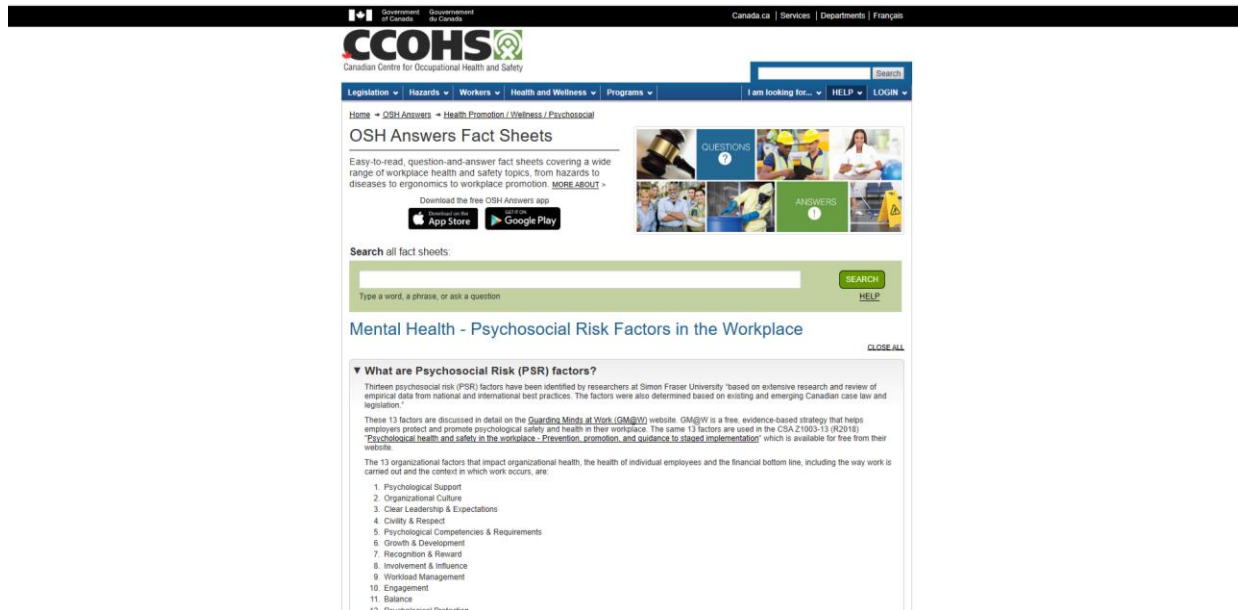
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Healthy Workers.

## Mental Health Resources by Topic

Topic	Subtopic	Resources	
		PSHSA Resources	Other Resources
Chronic Mental Stress	WSIB Chronic Mental Stress Policy	<p>PSHSA's response to WSIB's Chronic Mental Stress policy consultation  <a href="https://www.pshsa.ca/newsroom/pshsa-response-wsib-chronic-mental-stress-policy-consultation/">https://www.pshsa.ca/newsroom/pshsa-response-wsib-chronic-mental-stress-policy-consultation/</a></p>	<p>WSIB – Chronic Mental Stress Policy  <a href="http://www.wsib.on.ca/WSIBPortal/faces/WSIBManualPage?cGUID=15-03-14&amp;rDef=WSIB_RD_OPM&amp;fGUID=835502100635000498&amp;afLoop=2162065747414000&amp;afWindowMode=0&amp;afWindowId=12w4eoyswu_1#%40%3FcGUID%3D15-03-14%26afWindowId%3D12w4eoyswu_1%26afLoop%3D2162065747414000%26rDef%3DWSIB_RD_OPM%26afWindowMode%3D0%26fGUID%3D835502100635000498%26adfctl-state%3D12w4eoyswu_25">http://www.wsib.on.ca/WSIBPortal/faces/WSIBManualPage?cGUID=15-03-14&amp;rDef=WSIB_RD_OPM&amp;fGUID=835502100635000498&amp;afLoop=2162065747414000&amp;afWindowMode=0&amp;afWindowId=12w4eoyswu_1#%40%3FcGUID%3D15-03-14%26afWindowId%3D12w4eoyswu_1%26afLoop%3D2162065747414000%26rDef%3DWSIB_RD_OPM%26afWindowMode%3D0%26fGUID%3D835502100635000498%26adfctl-state%3D12w4eoyswu_25</a></p> <p>WSIB – Chronic Mental Stress FAQ            See above link</p>
	Chronic Mental Stress / Resiliency at work	<p>Chronic Mental Stress and Resiliency – Key concepts and actions for employers. Dr. Ash Bender.  <a href="https://www.pshsa.ca/product/chronic-mental-stress-and-resilience-key-concepts-and-actions-for-employers/">https://www.pshsa.ca/product/chronic-mental-stress-and-resilience-key-concepts-and-actions-for-employers/</a></p> <p>Webinar: Burnout in the Workplace  <a href="https://www.pshsa.ca/product/burnout-in-the-workplace-a-focus-on-prevention-october-23-2018-from-1200pm-to-100pm-webinar/">https://www.pshsa.ca/product/burnout-in-the-workplace-a-focus-on-prevention-october-23-2018-from-1200pm-to-100pm-webinar/</a></p>	<p>Webinar: OEA – Mental Stress – the New Landscape</p>



# CCOHS Resources



- [https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_risk.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_risk.html)
- [https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_address.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_address.html)
- [https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_intro.html](https://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_intro.html)



# Free E-learning tools

- **Being a Mindful Employee: An orientation to Psychological Health and Safety in the Workplace** – a course for anyone interested in learning more about how you can contribute to positive mental health at work.
- **Assembling the Pieces Toolkit** - online course recommended for employers, senior leaders, human resource managers, and occupational health and safety professionals who are working to implement the Standard.

# Free E-learning tools



Who We Are What We Do Training & Resources Media Centre Events

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## Online training in psychological health and safety

SHARE

### Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace

From the MHCC, "Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace" is a free online training program for employees. The goal is to help employees understand the 13 psychosocial workplace factors from the National Standard of Canada for Psychological Health and Safety in the Workplace. More importantly, the program demonstrates what can impact employee mental health and what we can all do to support ourselves and others in the workplace.

[Register](#) now for the free online training.

Download [customizable posters](#) now as a visual resource to reinforce the key learnings from this training program.



### Assembling the Pieces Toolkit

This free online toolkit is designed to support organizations working to implement the *National Standard of Canada for Psychological Health and Safety in the Workplace* (the Standard). As a companion to the "Assembling the Pieces Implementation Guide" and the Standard, this toolkit provides practical advice for implementing key elements of the Standard, as well as links to customizable tools that will assist organizations in taking action.

Recommended for employers, senior leaders, human resource managers, and occupational health and safety professionals.

[Get started now!](#)

- <https://www.mentalhealthcommission.ca/English/online-training-psychological-health-and-safety>

# Workplace Strategies for Mental Health



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PSYCHOLOGICAL  
HEALTH AND SAFETY

MANAGING  
WORKPLACE ISSUES

EMPLOYEE  
RESOURCES

JOB-SPECIFIC  
STRATEGIES

FREE TRAINING  
AND TOOLS

Improve psychological health and safety in your workplace.  
Support employee success when mental health is a factor.

ALL TOOLS AND RESOURCES ARE FREE.  
USE THEM TO HELP MAKE A DIFFERENCE.



## Work and Volunteering: Being Supportive by Accepting Support

We all need to feel that who we are and what we do matters. Having a purpose can help us through tough times as well as make the good times feel even better by giving us something to focus on outside of our own challenges.  
[Read more](#)



## Learn about the National Standard – Growth and Development

When a workplace values growth and development, workers are supported with their goals, including people skills, emotional skills, and job skills. Create a psychologically safe and healthy workplace using these tips from the National Standard.

## Latest News

### PRESENTED BY THE MENTAL HEALTH COMMISSION OF CANADA: SUBSTANCE USE AND MENTAL HEALTH ON CAMPUS ENGAGEMENT EVENT

The Mental Health Commission of Canada (MHCC), in collaboration with key partners and funders, invites you to a **Substance Use and Mental Health on Campus Engagement Event** to inform a new **Standard for Psychological Health and Safety for Post-Secondary Students (PSS Standard)**.

Many post-secondary students experience

- <https://www.workplacestrategiesformentalhealth.com/Search/DisplaySearch>

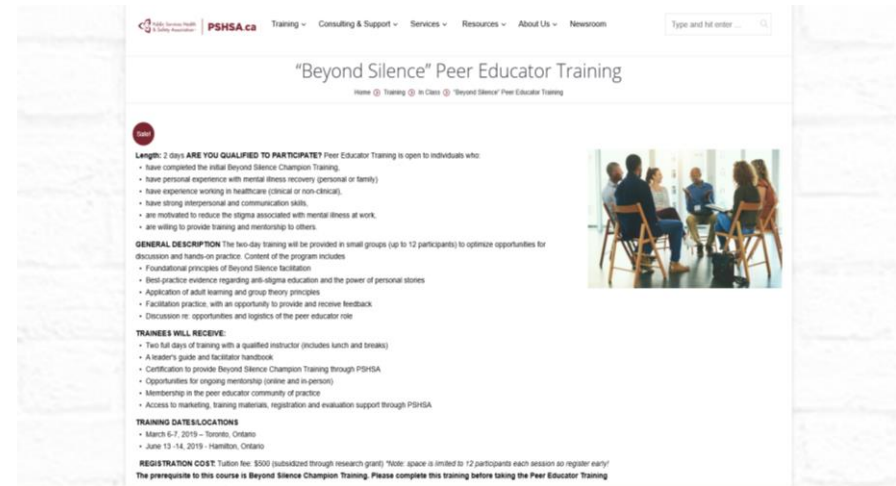
# “Beyond Silence” Training for Workplace Mental Health Champions



- **“Beyond Silence”**

Evidence-based workplace mental health training program customized for healthcare and EMS workers

- Focus on building skills to promote early intervention and support for mental health at work as well as psychological health and safety in the workplace
- PSHSA will be offering 8 training programs over the next two years and evaluating the impact





# Q&A

# Contact

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# Thank you!



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