

Fostering Employee Mental Health: An Overview

Length 60 to 90 minutes

Audience Employees, general staff

General description

Mental health is vitally important for all of us. Employees play a significant role in developing and maintaining a mentally healthy workplace.

This 60 to 90-minute presentation introduces the topic of workplace mental health to general audiences, employees and mixed audiences of staff and management to raise awareness of the issues. Participants recognize that everyone in the workplace, regardless of position or role, has the opportunity to contribute towards building a supportive environment. Information is presented from a co-worker perspective, shedding light on often hidden or misunderstood issues that contribute to conflict and lack of understanding when an employee is struggling. Participants gain valuable insight from contact with employees who live with mental health challenges through videos of real people sharing their stories.

Learning objectives

Participants in this informative session will:

- Begin to see how they will benefit from addressing mental health issues at work
- Recognize possible signs that a co-worker's mental health is deteriorating
- Question their own and others' attitudes and assumptions about co-workers who are having performance issues
- Consider seeing all behavior from a needs perspective
- Gain valuable insight from contact with productive employees who live with a mental illness through videos of real people sharing their stories
- Consider addressing barriers to inclusion for co-workers who have mental health challenges



Fostering Employee Mental Health: Everyone Plays a Part

Length Half day (3.5 hours) – presentation plus activity

Audience Employees, general staff

General description

This interactive workshop contains the presentation *Fostering Employee Mental Health: An Overview* combined with a practical exploratory activity that allows participants to use a strengths-based approach to quickly identify which social support behaviors exist in their workplace and which are missing. By focusing on the protective factor of social support in the workplace, this workshop contributes to the continuous building and maintaining of a psychologically healthy and safe workplace, and gives participants a sense of involvement and efficacy in increasing this important health factor for their own and their co-workers' benefit.

Learning objectives

Same as *Fostering Employee Mental Health: An Overview*, PLUS

- Collaborate with co-workers to identify social support behaviors that currently exist in their workplace
- Gain a sense of empowerment and autonomy regarding the employee's role in building and maintaining a healthy workplace
- Gain valuable insight into the importance of increasing behaviors that contribute to social support
- Question what is missing to build and maintain a socially supportive workplace
- Identify personal action items to build and maintain a socially supportive in the workplace

(Please note: It is strongly recommended that *Addressing Workplace Mental Health: Basic Skills for Managers* be delivered to the managers of this participant audience prior to this training being delivered to employees.)

For information on bringing
Wellness Works to your organization,
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