

Workplace Strategies for Mental Health

Compliments of Canada Life

Workshop
series



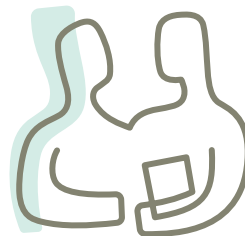
Participant handout

Putting clear leadership and expectations on the agenda
creating awareness



Process

- **Review** psychologically safe discussions
- **Define** clear leadership and expectations
- **Recognize** what clear leadership and expectations looks like
- **List** words that embody positive clear leadership and expectations
- **Choose** actions that demonstrate clear leadership and expectations
- **Look** at criteria for making meaningful change
- **Recommend** our action



Psychologically safe discussions

- **Focus** on moving forward and not on the past
- **Offer** constructive suggestions for improvement
- **Discuss** ideas, not individuals
- **Give** everyone the chance to contribute

“A work environment where there is effective leadership and support so that employees know what they need to do, have confidence in their leaders and understand impending changes.”

People in this type of work environment would be able to say:

- In my job, I know what I am expected to do.
- I am informed about important changes at work in a timely manner.
- Difficult situations at work are addressed effectively.
- My organization provides clear, effective communication.
- My supervisor supports me to do my job successfully.

Words that embody clear leadership and expectations:

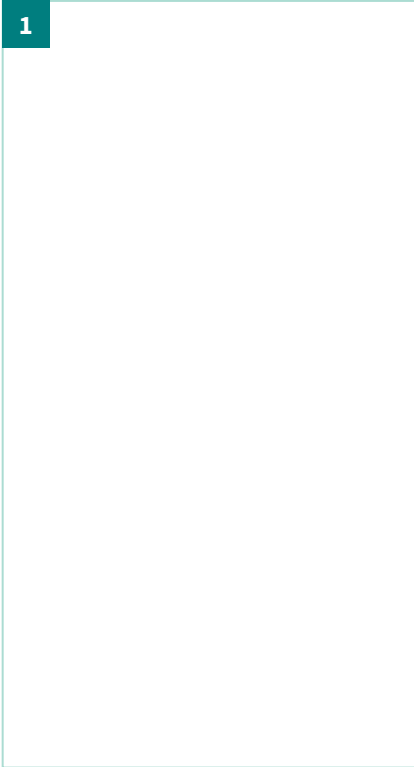


Actions that improve clear leadership and expectations:

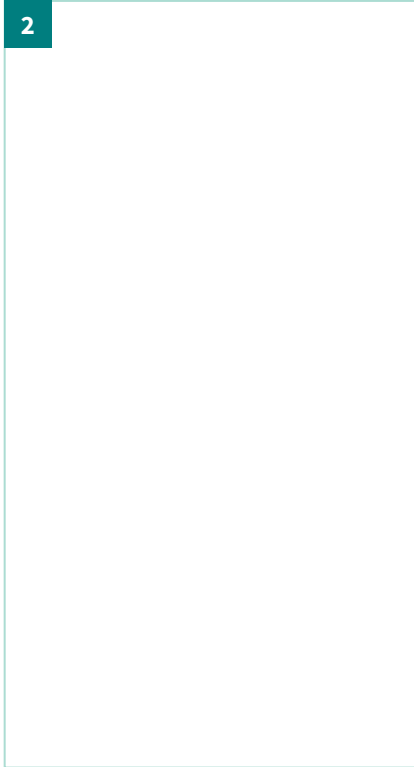


My preferred actions:

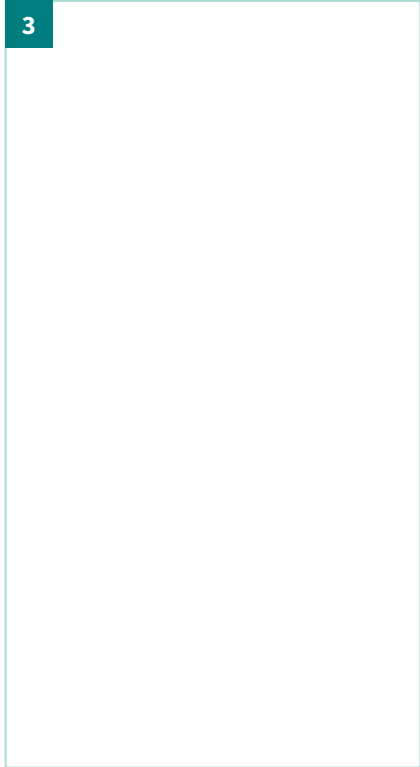
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Criteria for effective action is:

Observable – we can witness that it happens, as opposed to being related to an attitude or emotion

Measurable – we can assess the impact it has – both positive and negative

Reasonable – it will be acceptable to employer, employees and union if applicable

Relevant – it makes sense for our work situation

Addressing challenges

What are potential challenges to adopting this action and how might we deal with that?

Potential challenges	Potential solutions

Workplace Strategies for Mental Health

Workplace Strategies for Mental Health resources are:

- For all employers, people leaders, employees and facilitators of workplace psychological health and safety
- Available in English and French
- Evidence- or practice-based
- Available to anyone at no cost



Examples of the resources available at clwsmh.com include:

Before you say no, ask why

Discover the need behind the request before saying no. You may be able to meet the need without agreeing to the original request.

Leadership development

Improve the comfort and effectiveness in resolving workplace issues to enhance psychological health and safety for all. These resources can help.

My boss is stressing me out

Leaders can also deal with life stressors, including mental health issues. These ideas can help you cope with a challenging boss and reduce your own stress.

Psychologically safe leadership assessment

Identify and support leadership strategies that are psychologically safe for you and all leaders in your organization.

Responding to issues

Use these practical and action-oriented guidelines to address work issues, including:

- Conflict
- Performance
- Accommodation
- Impairment
- Return to work
- Violence

Supportive performance management

Focus on solutions and employee success instead of problems and failings to help those dealing with life stressors, including mental health issues.

Team development

Teams can face many challenges in the workplace, including conflict, bullying, low control, and high demands. Discover team building activities, facilitation strategies for discussions, the importance of resilience and more. The resources are both practical and easy to use in a variety of workplaces.

All Workplace Strategies resources are available to anyone at no cost, compliments of Canada Life. To learn more, visit clwsmh.com.

