
Whether or not mental health challenges have a direct or indirect impact on Canadians, they do have significant human and financial costs. The rationale for attention to mental health in the workplace is clear. Practical and effective strategies are now easier than ever.

Each organization has unique strengths and priorities. Considering these factors are essential in defining your pathway to optimum mental health.

Morneau Shepell can provide you with:

- guidance, tools, and resources to select your approach or pathway;
- help to develop and/or implement your mental health strategy and action plan;
- mental health support services to ensure your employees are psychologically fit and healthy; and
- workplace mental health training that is certified by Queen’s University.

Where do you begin...?
Consider the pathway that best fits your priorities, culture, and capabilities.
This approach supports workplace mental health with an emphasis on optimizing mental health and resilience. This better equips individuals and teams to achieve or exceed their work objectives in a healthy manner.

How we can help:

- Team Assessment and Interventions
- Career Coaching
- Performance Coaching
- Resiliency Coaching
- Fitness Coach Connects

Getting started:

✔ Establish resources for optimum mental health

Awareness, knowledge, and skill are key to optimizing mental health, and to addressing the risks related to high performance. Training and specific skill-based resources provide the support needed to ensure that high performance is sustainable, and to reduce any stigma related to seeking support when needed.

...by building and supporting sustainable high PERFORMANCE

This approach supports workplace mental health with an emphasis on supporting employees with the greatest need. In doing so, the clearest direct costs are also addressed, through absence prevention and return to work.

How we can help:

- People Leader Tools
- Depression Care in-depth clinical care protocol for depression
- WorkAssist integrated clinical protocol and work support
- Recovery-focused Disability Case Management

Getting started:

✔ Conduct a Disability Management Review

Mental health disability claims are often longer and more complex due to three issues: access to appropriate care, unclear information, and incomplete return-to-work support. Understanding your program's gaps is the first step in addressing each issue. Understanding prevention opportunities is the next.
This approach supports workplace mental health with an emphasis on empowering employees with information, tools, and online access to services, through a scalable digital platform.

How we can help:

- Mental Health Risk Assessment
- Resiliency Assessment
- Online Health Engagement Tools
- Online Stress Management
- Integrated Portal

Getting started:

**Take stock of your resources**

Simplification and clarity is a key to success. Many employees are not fully aware of what is available to them. In times of need, the effort to find out often feels overwhelming. Taking stock of what your organization offers to support mental health is the first step in designing a “one-stop shop” on-line platform of resources. The value is simplified access, which enables every employee to benefit from the type and level of support that is right for them.

This approach supports workplace mental health with an emphasis on embedding mental health into a validated collaborative approach to workplace health and safety.

How we can help:

- Gap analysis relative to the National Standard for Psychological Health and Safety in the Workplace (the Standard)
- Change management assessment and planning
- Implementation of the Standard’s Management System
- Services that align to each stage of the Management System

Getting started:

**Conduct a gap analysis relative to the Standard**

In today’s workplace, mental health is potentially a more significant issue than physical health or safety, yet often is not as comprehensively addressed. Most workplaces, however, have more strengths than they realize. A gap analysis relative to the Standard will help focus your efforts in a productive and systematic way.
They know workplace mental health is a personal and business issue. They need to deliver effective and sustainable actions, every day. They look to improve people’s health and business performance. They are called Susan. Ravi. Mother. Leader. Employee.

**They are you, and your colleagues.**

We are the only consulting and outsourcing company that takes an integrative approach to health, benefits, retirement, and employee assistance needs.

By listening to and understanding the needs of businesses and their people, we can apply the expertise of our entire organization to deliver the mental health solutions they need.