



Mental Health in the Workplace

Mental health issues are often misunderstood and stigmatized, and are growing at a faster rate than any other kind of disability in today's workplace (Canadian Mental Health Association).

Addressing signs of mental health issues can be a challenge, especially for people leaders – even those in a human resources role – as they are often not trained to deal with the behaviours and challenges presented by those experiencing a mental health issue.

This workshop will provide participants with the tools to address mental health issues in the workplace.

Audience

Employees
People leaders

Learning objectives

At the end of this workshop, participants will be able to do the following:

- Understand more about the most common mental health issues: depression, anxiety, and adjustment disorders.
- Recognize the typical symptoms associated with mental health issues and the behaviours that can be expected and exhibited at work.
- Understand the importance of taking a proactive approach to mental health.

In addition to the above, people leaders will learn to:

- Have focused conversations with employees who have been demonstrating behaviours associated with mental health issues.
- Understand their roles and responsibilities in addressing employee mental health issues including predisability, during a disability, and after returning to work.

- Recognize the legal requirements regarding mental health disabilities and provide reasonable accommodation.

Structure

Delivered as E-learning for employees. Delivered as 3 to 3.5 hour or 7 to 8 hour instructor-led workshop for people leaders.

The 3 to 3.5 hour workshop is recommended for managers and leaders who possess a solid understanding of mental health in the workplace and have hands-on experience managing psychosocial illness. The 7 to 8 hour workshop is recommended for human resources professionals and/or front line people leaders who may be managing employee cases of mental health illness disability.

- A definition of mental health will begin the workshop followed by an exploration of common types of mental illness to raise awareness and understanding

of the impact of mental health in the workplace. The role of the organization in supporting employees will be addressed and strategies for resiliency will conclude the workshop.

- The role(s) of people leaders in relation to workplace mental health will be defined and participants will work through case studies to delve deeper. The goal of mental health in the workplace will be explored as it relates to disability management. Work team considerations will be discussed with a case study highlighting the key points. The workshop concludes with details about the reintegration and return to work process through a final case study.

Workplace impact

"As a leader, I deal with these situations on a regular basis. This workshop provided concrete tools that were easy to implement."

"Demystified mental health and mental illness, removing some of the stigma that surrounds these issues."

"I realized it's about managing behaviour and performance, not the illness itself."

"Helped our workplace balance the needs of the employee, the team and the business."

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