



## Did you know that one in five people will experience a mental illness directly?

Mental illness affects everyone — those of us who do not have a mental health problem ourselves, will have a friend, colleague, or family member who is dealing with a mental health issue. And those of us who don't currently have a mental health issue, may move along the “mental health continuum model” from poor mental health to good mental health, and back again, throughout our lives.

### Mental Health Continuum Model



As a co-worker, employer, manager, or supervisor, it is not your job or your responsibility to diagnose a mental health problem. However, being aware of the signs that suggest someone might be experiencing a mental illness is important.

Mental illness includes a broad range of symptoms and behaviours, and it is not easy to determine whether someone is mentally ill.

One key indicator is that someone may begin to act uncharacteristically; an energetic person may seem lethargic for a considerable time, or a person who is usually mild may make grandiose claims about their abilities.

Behaviour changes such as these may reflect personal difficulties that may be resolved quickly. They may be signs that the person is no longer happy in their job. The individual might be going through a particularly stressful time in their life for any number of reasons. These behaviour changes might, however, indicate that the person is experiencing a mental health problem that goes beyond being “stressed-out” and that requires professional help.

Employers need to provide training for every level in their organization — managers, supervisors and workers. Training and resources are available through a partnership between the BCMSA and the Canadian Mental Health Association.

See our website for more information:

[www.bcmsa.ca/category/course-catalogue/](http://www.bcmsa.ca/category/course-catalogue/)



## What can we do about stress?

Here are some ways we can help mitigate the risk factors associated with mental illness in the workplace.

### As an Employee;

1. Be supportive of peers who are experiencing stress
2. Come to work with a positive attitude
3. Ask for help and offer help in situations of workplace abuse
4. Report any incidences of workplace abuse, violence, or harassment
5. Take rest during designated breaks and holidays
6. Achieve work-life balance
7. Achieve a healthy lifestyle by eating well and exercising

### As Manager and Supervisor

1. Clearly outline employee responsibilities.
2. Be able to recognize early indicators of workplace stress.
3. Accommodate employees who need flexible work arrangements.
4. Provide training on workplace psychological health.
5. Recognize employee contributions.
6. Be accessible and actively listen to employees' concerns.
7. Respond effectively to employee concerns or conflicts.
8. Encourage employee participation in team-building exercises.
9. Lead by example for respectful workplace behaviours.
10. Keep up to date on psychological health policies.



MEETING DESCRIPTION			
Meeting Date:		Time:	
Location:		Supervisor:	
Number in Crew:		Number Attended:	
Attended By:			Absent

REVIEW ITEMS FROM PREVIOUS MEETING	INCIDENTS/INJURIES REVIEWED

TOPICS DISCUSSED
1.) <b>MSI – Personal Risk Factors: Why Workplace Mental Health Matters</b>

WORKERS CONCERNS

CORRECTIVE ACTIONS TO BE TAKEN

MEETING CONDUCTED BY			
Supervisor:		Manager:	
Date:		Date:	