

Canadian Mental Health Association
 British Columbia
 Mental health for all

Association canadienne pour la santé mentale
 Colombie-Britannique
 La santé mentale pour tous


MENTAL HEALTH AT WORK

Resiliency During Unusual Times

For: PEA
 Date: Oct. 27, 2021
 Presented by: Lucette Wesley

About CMHA

- One of Canada's most established charities
- Policies and programs anchored in evidence and informed by people's personal experience
- **Mental health for all, including people with addictions**
- Community-based throughout Canada
- 14 branches in BC
- The main CMHA BC office is located on the traditional, unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səɬilwəṭɬ (Tsleil-Waututh) Nations.




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Course Goal

To provide knowledge and skills
 to help you build resilience



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Healing is recovering when the hardship is over.

Resilience is the ability to thrive when life is still difficult.

Outline

- Mental Health & Well-being
- Stress
- Building Resilience
- Self Care
- Mental health resources



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Mental Health & Well-being



Mental Health

"a state of well-being in which the individual

- realizes his or her own abilities,
- can cope with the normal stresses of life,
- can work productively and fruitfully,
- and is able to make a contribution to his or her community"

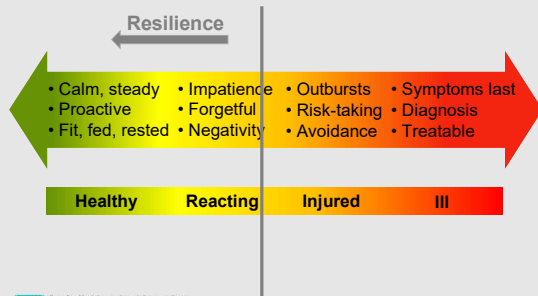
World Health Organization



It isn't about being happy all the time



Continuum Model



Adapted from Nash, 2011

Covid-19 Impact

46% worried/anxious

24% parents

81% workers impacted

25% substance use increased

10% Canadians reported thoughts of suicide



CMHA 2020

Angus Reid Institute 2020

Risk Factors

- Genetics
- Family/personal history
- Trauma
- Chronic stress
- Isolation
- Physical health conditions
- Lack of access to healthcare
- Poverty



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Protective Factors

- Social support
- Environmental factors
- Culture and tradition
- Personal Resilience
- Sense of belonging and purpose
- Access to healthcare
- Technology for connecting
- De-briefing
- Genetics



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Stress

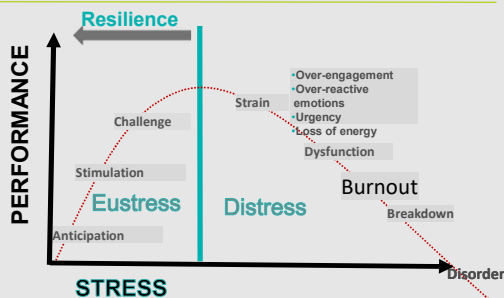


Stress

- Can be positive or negative
- Physical and emotional response
- We are all different
- **BAD NEWS:**
 - Prolonged stress affects our health
- **GOOD NEWS:**
 - Recognizing it becomes less personal
 - Resilience can be learned



Stress Continuum



Autonomic Nervous System

Sympathetic (Gas pedal)

- Generates stress response; "fight, flight, freeze"
- Needed for short-term protection and survival

Parasympathetic (Brake pedal)

- Generates relaxation response; "rest and digest" and activities essential for recovery
- Needed for long-term survival

Balance is Key



Activating the Parasympathetic Nervous System

- Relaxation Techniques
 - Time in nature
 - Visualization
 - Massage
 - Mindfulness and meditation
 - Deep abdominal breathing
 - Music, reading, singing
 - Distractions (Do something you enjoy)
- Physical Activity
 - Moderate high intensity exercise with light exercise
 - Yoga, qigong, or tai chi
 - Dancing, biking, hiking, walking
- Social Support
 - Friends and Family
 - Colleagues and co-workers
 - Laugh



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Other Stress Management Techniques

- Establish boundaries
- Take good care of yourself
 - Diet, Sleep, Exercise
- Speak up and ask for help
- Regularly do something you enjoy
- Help others, volunteer
- Watch your thoughts

Thinking Traps



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Thinking Traps

- 20,000 Moments
- Automatic
- Negative Bias
- Exaggerated
- Convincing
- Not accurate reflection of reality



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Common Thinking Traps

- Overgeneralizing
- B&W thinking
- Labelling
- Fortune-Telling
- Mental Filter
- Emotional Reasoning
- "Should"



Get out of Thinking Traps

- Separate thoughts from events
- Identify the thinking traps
- Challenge the traps
 - Examine the evidence
 - Double-standard
 - Survey method
 - Conduct an experiment
- Aim for balance

CHALLENGE

<https://www.heretohelp.bc.ca/toolkits/healthythinking/index.php>

Balance in your thoughts

Situation	I feel sad and overwhelmed. I'm having a hard time figuring out what to do.
Thoughts	I'm the worst! I should be able to handle this!
ThinkingTrap	Labelling "Should" statements
Challenge	Examine the evidence: I have a lot of challenges right now. I'm worried about my family and everything seems to change so quickly. I've successfully handled complicated situations in the past, so I know I can do this.
Balanced Thoughts	It's okay to feel upset right now—there's a lot going on. I'm going to think about how I got through past situations and see what worked for me. I'm trying to do a lot on my own, so I'm going to talk to my family so we can make a plan and work together.

Building Resilience



“Do not judge me by my success,
judge me by how many times I fell down
and got back up again.”

Nelson Mandela

What do we mean by Resilience

- Capacity to Adapt or Recover
 - Adversity
 - Trauma or Tragedy
 - Threats or Harassment
 - Stress or overwhelm
 - Relationship problems
 - Financial Problems
 - Health Problems
 - Work issues

Adapted from Workplace Strategies for Mental Health

What can Resilience Do

From Surviving

- Stress
- Unhealthy responses
- Denial
- One-sided relationships
- Old ways
- Fighting weakness
- Inability to change
- Waiting for crisis

To Thriving

- Recognition
- Healthy responses
- Exploration
- Balanced support
- New options
- Using Strengths
- Grow and Thrive
- Be Prepared



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Adapted from Workplace Strategies for Mental Health

Build Resilience

- Be Self-Aware
- Anticipate Challenges
- Develop Strategies
- Social Connections



Adapted from Workplace Strategies for Mental Health



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Anticipate Challenges

- Recognize and Explore Your Stressors



Adapted from: Workplace Strategies for Mental Health



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Develop Strategies

Each 'A' is a potential option when dealing with a specific stressor

Adapted from: Workplace Strategies for Mental Health

My Stressor

How I might make my stress worse:

ACCEPT – Putting the situation in perspective – it is what it is – so that it becomes less personal or stressful.

AVOID – Refocusing away from the stressful situation or person, toward something more positive for you.

ALTER – Shifting your external environment in some way so that the stress is reduced or eliminated.

ADAPT – Changing the way you think about or interact with the source of the stress.

How I might reduce my stress:

Adapted from: Workplace Strategies for Mental Health

Social Connections

- BalanceYour Social Network

Adapted from: Workplace Strategies for Mental Health

Balance Your Support Network

- Family, friends, colleagues, services

- Who supports you

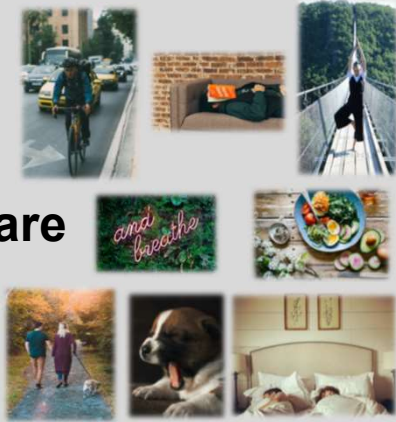
- TODAY?
- TOMORROW?

- Whom could you support?



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Self Care




General Self-Care

- At work
- Outside of work
- Back to basics

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What is your commitment to yourself?



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My Commitments

- I will reduce my stress by.....
 - (activating my parasympathetic nervous system by doing more physical activities- daily walk at minimum)
 - (Use the 4A suggestions when appropriate)
- I will not fall into thinking traps by.....
 - (watching how I use "should" and "always, never")
- I will build resilience when I
 - (anticipate challenges working face to face again and develop strategies)
 - (continue to use my support network and not hesitate to ask for help)
- I will take better care of myself by
 - (remembering I need to watch less TV at night and doing more physical activities)
 - (giving myself permission to say no when I need a break)



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Mental Health Resources

Getting help

- Family doctor best first point of contact; 8-1-1
- Employee and Family Assistance Program
- Benefits plan may offer psychological services
- Supervisor, Manager, HR or Union
- Crisis Line **310-6789**
- Suicide Help Line – 1-800-SUICIDE
- Canadian Mental Health Association



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Mental Health and Wellness Supports for Indigenous People

- 24-hour KUU-US Crisis Line at 1-800-588-8717
- Tsow-Tun-Le-Lum Society at 1-888-403-3123
- Indian Residential School Survivors Society at 1-800-721-0066 or 604-985-4464
- Additional resources can be found on the First Nations Health Authority website:
 - www.fnha.ca/what-we-do/mental-wellness-and-substance-use



COVID-19 in BC



- cmha.bc.ca/covid-19-stay-informed
- www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/virtual-supports-covid-19



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Workplace Resources

Canadian Mental Health Association
• www.cmha.bc.ca
• www.cmha.ca

CMHA Wellness Programs
(available virtually)
• Bounce Back
• Confident Parents Thriving Kids
• Living Life to the Full

WorkSafeBC – COVID
• www.worksafebc.com/en/covid-19

HeretoHelp
• www.heretohelp.bc.ca
• Wellness Modules

Workplace Strategies for Mental Health
• workplacestrategiesformentalhealth.com

Anxiety Canada
• anxietycanada.com/articles/returning-to-a-new-normal-12-tips-for-handling-uncertainty



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More to learn: Workshops through CMHA

- **Mental Health at Work:** for all workers; for supervisors and managers; for front-line workers
- **Responding with Respect:** for Supervisors and Managers
- Psychological health and safety in the workplace
- Compassion Fatigue
- Understanding Addictions
- Mental Health First Aid
- Suicide awareness and intervention

To book contact: workplaces@cmha.bc.ca
or 604-688-3234 (Ashley Rinas, CMHA-BC)



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Mental Health at Work

Questions,
comments,
concerns?



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THANK YOU!

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