



Creating a safe, supportive and inclusive workplace can have positive effects on a person’s mental health. Building a healthy work environment will, in turn, positively affect employee’s productivity and creativity. Employees should feel supported and feel they can reach out for help in a time of need.

Did You Know?

- Mental illness affects **1 in 5** Newfoundlanders and Labradorians
- Approximately **30%** of short-term and long-term disability claims in Canada are attributed to mental health illnesses accounting for **70%** of the total disability costs. – *(Canadian Mental Health Association NL)*

what you can do for your employees

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| <p>1 Be flexible with staff appointments and support work-life balance.</p> <p>2 Compensate gym memberships.</p> <p>3 Encourage your staff to take care of their mental wellness along with physical wellness.</p> <p>4 Host lunch-and-learns – bring in guest speakers to speak on various topics related to mental wellness and the importance of incorporating physical activity and healthy eating into their everyday routine.</p> | <p>5 Provide healthy food and beverage options for all lunch meetings or gatherings.</p> <p>6 Host wellness activities during the workday that build on work relationships.</p> <p>7 Select one or two days a month where staff do a different activity during lunch hour, such as skating, a walk or a friendly game of basketball at a nearby community centre.</p> |
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MENTAL HEALTH RESOURCES

Mental Health & Well-Being Programs:

Canadian Mental Health Association NL

<https://cmhanl.ca/what-we-do/workplace-mental-health-program/>

Canadian Mental Health Association

<http://www.livinglifetothefull.ca>

Getting Started: Implementing a Workplace Wellness Program:

Canadian Cancer Society

<https://healthywork.ca/getting-started/>



CANADIAN MENTAL HEALTH RESOURCES

Work Life Balance:

Canadian Mental Health Association

<https://cmha.ca/workplace/work-life-balance-make-it-your-business>

Work-Life Balance Quiz:

Canadian Mental Health Association

<https://cmha.ca/work-life-balance-quiz>

Mental Health Meter Quiz:

Canadian Mental Health Association

<https://cmha.ca/mental-health-meter>



HIGH FIVE Strengthening Children’s Mental Health Workshop

Not only is it important to make sure you are taking care of your own mental health, but being aware of signs that the children in your life are struggling could save a life. Learn more about this one-day in-person training that was developed in collaboration with Canadian Mental Health Association.

<http://highfive.org/take-action/get-trained/strengthening-childrens-mental-health>



ADDITIONAL RESOURCES

Canadian Mental Health NL

<https://cmhanl.ca>

Canadian Mental Health Association National

<https://cmha.ca>

Health Canada (2008)

<https://www.canada.ca/en/health-canada/services/environmental-workplace-health/reports-publications/occupational-health-safety/reducing-work-life-conflict-what-works-what-doesn.html>