



MWH
MY WORKPLACE HEALTH

Common Mental Health Issues

Workshop for Employees, Level 1

The Psychological Health & Safety Program for Employees

LEVEL 1

Staying Mentally Healthy & Resilient

LEVEL 2

Civility & Respect in Communications & Conflict

LEVEL 3

Common Mental Health Issues

LEVEL 4

Finding Work-Life Harmony





Workshop Program Expectations

Attend each 4-hour, virtual workshop in your assigned program

Participate in activities and discussions

Use the provided Workbooks as learning aids

Earn the certificate for successfully completing 2 + 2 levels of training

Describe common mental health issues

1. What are Psychological Health Issues?
2. What are Common Psychological Health Issues?
3. What are the Signs & Symptoms?
4. What are Some of the Treatment Options?





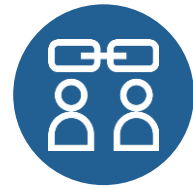
What are Psychological Health Issues?

One of the biggest obstacles in the workplace (and society) that prevents those with psychological illnesses from seeking help is the **stigma** around these illnesses.

**Learning the facts is one of the best ways to
remove the stigma**



Factors influencing Mental Health



Relationship
Stress



Work
Demands



Financial
Issues



Physical
Health

**Mental health isn't an all-or-nothing thing.
There's a spectrum between mental well-being
and mental illness.**

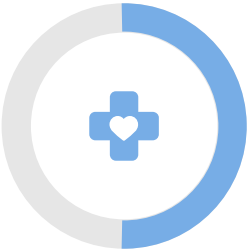
The Prevalence of Mental Health Issues

In any given year:



1 in 5

experiences a mental health issue or illness.



1 in 2 (at the age of 40s)

has a mental illness.



12%

has an anxiety disorder



8%

has a type of depression



3-4%

has an alcohol or substance use disorder

In any given week:

At least **500,000** employed Canadians can't work due to mental health problems. This includes approximately **355,000** disability cases and about **175,000** full-time workers absent from work.

How COVID is affecting Mental Health



2 in 5

strong
mental health



14%

moderately severe
or severe
symptoms of
depression



24%

moderate or severe
symptoms of
anxiety



1 in 3

increased use of
alcohol



1 in 5

problematic use of
alcohol



5-6%

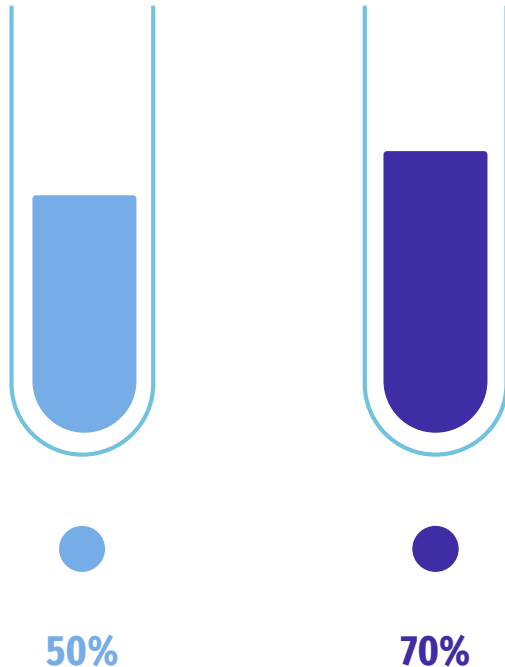
seriously
considered suicide

Depression is now equal to high blood pressure in terms of the top issues dealt with by physicians, and **63%** of them say depression, anxiety, and stress are the fastest-growing issues over the past three years.

The **economic burden of mental illness** in Canada is now estimated at **\$88.8 billion per year** and includes health care costs, lost productivity, and reductions in quality of life.

Stigma

Would you feel comfortable talking about your mental health with your boss or colleagues?



Despite this prevalence,
we don't talk enough about mental health.



would tell friends or co-workers that they have a family member with **a mental illness**



would discuss a diagnosis of **cancer or diabetes**

What are Common Psychological Health Issues?

1. The 3 Dimensions of Burnout
2. What is Anxiety?
3. What is Depression?
4. What is Substance Use/Misuse?
5. What are Some Other Mental Health Issues?
6. Suicide



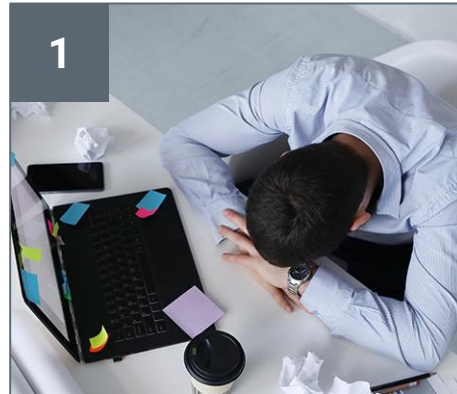
Burnout

Burnout is one of the strongest signs of a mismatch in work-life harmony.



The World Health Organization defines burnout as “a syndrome resulting from chronic workplace stress that has not been successfully managed.”

Burnout can be characterized by three dimensions:



Feelings of energy depletion or exhaustion

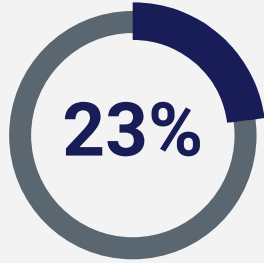


Reduced professional effectiveness

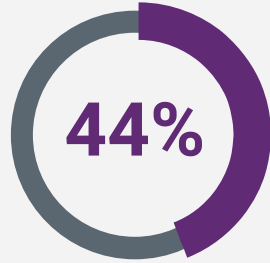


Increasing mental distance from one's job, or feelings of negativity or cynicism related to one's job

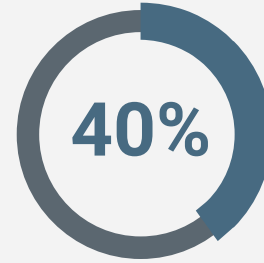
Risk of Burnout



reported feeling
burned out at work
very often or always.



said they felt it
sometimes.



thought of leaving
their jobs because
of burnout.

The risk of burnout increases when we:

- expect too much of ourselves;
- never feel that the work we're doing is good enough;
- feel inadequate or incompetent;
- feel unappreciated for our work efforts;
- have unreasonable demands placed upon us; and
- are in roles that aren't a good job fit.



The 3 Dimension of Burnout

SYMPTOMS OF BURNOUT



PHYSICAL SYMPTOMS

- Chronic low energy or exhaustion
- Aches and pains
- Increased colds, flus and infections
- Sleep problems



MENTAL SYMPTOMS

- Boredom
- Forgetfulness
- Poor concentration
- Fault finding



BEHAVIORAL SYMPTOMS

- Withdrawing from responsibilities
- Isolating from others
- Using food, drugs or alcohol to cope
- Taking frustrations out on other
- Skipping work or coming in late and leaving early
- Procrastinating



What is Anxiety?

Anxiety means excessive feelings of worry, nervousness, or unease, typically about an imminent event or something with an uncertain outcome.



Phobias



Generalized Anxiety Disorder



Panic Disorder



Social Anxiety Disorder





What is Depression?

Depression is characterized by persistent (at least two weeks) feelings of sadness, emptiness, hopelessness, anxiousness and guilt.



Low Mood



Major Depressive Disorder



Dysthymia



Bipolar Disorder



Warning Signs of Suicide



Ideation → Thinking about suicide



Purposelessness → Feeling like there's no purpose in this life or reason for living



Withdrawal → Avoiding family, friends or activities

Substance use → Problems with drugs or alcohol

Anxiety → Feeling intense anxiety or feeling overwhelmed and unable to cope

Anger → Feeling unreasonable anger

Trapped → Feeling trapped or feeling like there's no way out of a situation

Recklessness → Engaging in risky or harmful activities normally avoided

Hopelessness → Feeling no hope for the future or feeling like things will never get better

Mood change → A significant change in mood