Why Not You?

Barriers to being a Mental Health Ally in the Workplace

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- **Name the issues** and barriers to effective organizational mental health support

- Importance of the leader to **reduce the stigma**

- **Commit** to being a Mental Health Ally

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How it starts...

How it's Going…

lack of understanding

lack of resources

discomfort

high demand
low control

diffusion of responsibility

uncertainty

1. To Disclose or Not to Disclose: A Multi-stakeholder Focus Group Study on Mental Health Issues in the Work Environment. Brouwers, Joosen, Zelst, Van Weeghel. 2019 Aug. Journal of Occupational Rehabilitation.
2. Workplace Mental Health: An international review of guidelines. Memish, Martin, Bartlett, Dawkins, Sanderson. Preventative Medicne, Volume 101, 2017, Pg 213-222.
3. Prevalence and causes of work disability among working-age adults. Theis, Roblin, Helmick, Luo. Vol. 11, Issue 1. 2018, Pg 108-115. Disability and Health Journal.

84% [1]

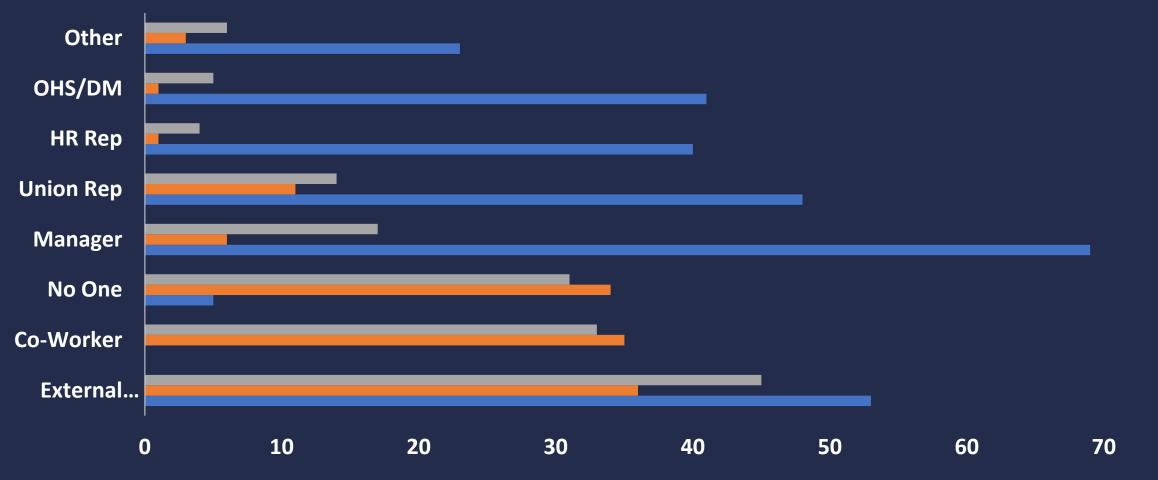of workers report experience with depression in the workplace.

1. *Support for depression in the workplace: Perspectives of employees, managers, and OHS personnel.* Van Erd, Cullen, Irvin, Le Pouesard, Gignac. 2021 June. Occupational Health Science.
2. *To Disclose or Not to Disclose: A Multi-stakeholder Focus Group Study on Mental Health Issues in the Work Environment.* Brouwers, Joosen, Zelst, Van Weeghel. 2019 Aug. Journal of Occupational Rehabilitation.

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Depression Support Responsibility at Work

Legend:
- Who do you turn to for support (EE only)
- Who was the most helpful? (EE only)
- Who is responsible for support? (EE and Mgr)

Categories (top to bottom): Other, OHS/DM, HR Rep, Union Rep, Manager, No One, Co-Worker, External…
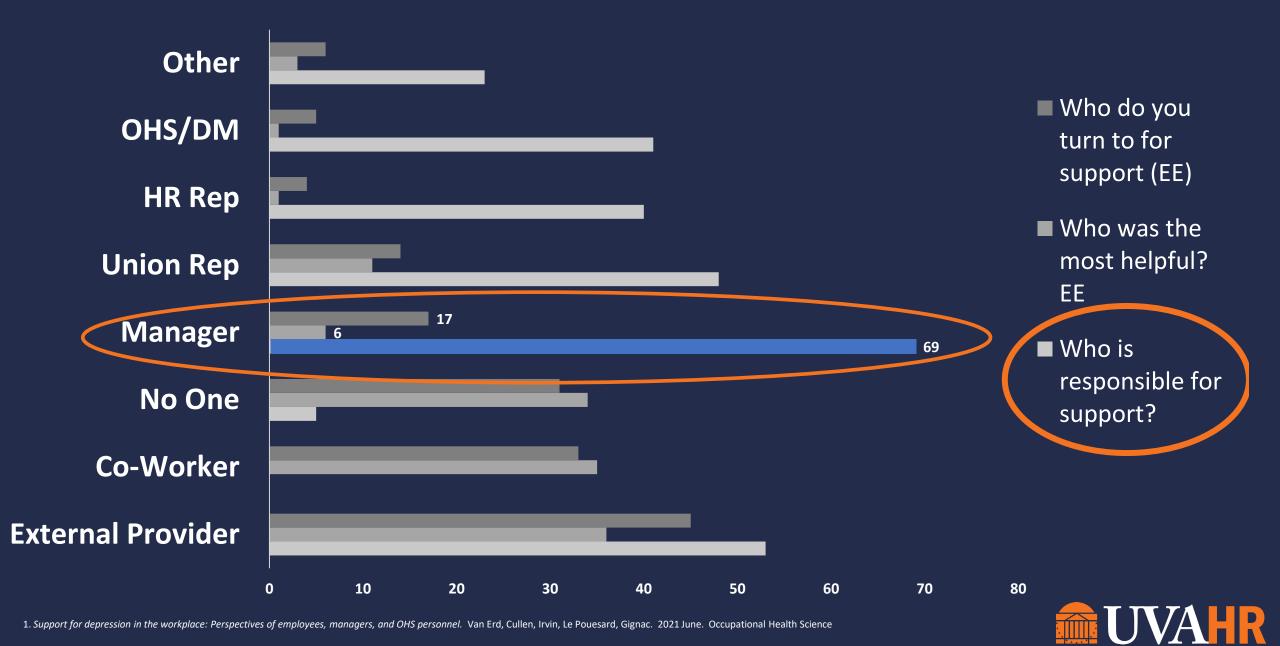
X-axis: 0, 10, 20, 30, 40, 50, 60, 70, 80

1. *Support for depression in the workplace: Perspectives of employees, managers, and OHS personnel.* Van Erd, Cullen, Irvin, Le Pouesard, Gignac. 2021 June. Occupational Health Science.
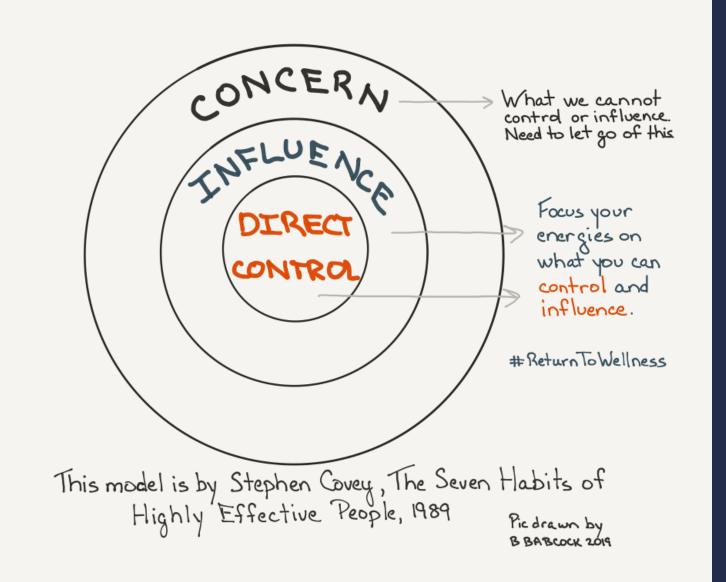2. *To Disclose or Not to Disclose: A Multi-stakeholder Focus Group Study on Mental Health Issues in the Work Environment.* Brouwers, Joosen, Zelst, Van Weeghel. 2019 Aug. Journal of Occupational Rehabilitation.

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A Study: CMHP support & who responsible to support at work

Categories (top to bottom): Other, OHS/DM, HR Rep, Union Rep, Manager, No One, Co-Worker, External Provider

Legend:
- Who do you turn to for support (EE)
- Who was the most helpful? EE
- Who is responsible for support?

Manager values: 17, 6, 69

1. *Support for depression in the workplace: Perspectives of employees, managers, and OHS personnel.* Van Erd, Cullen, Irvin, Le Pouesard, Gignac. 2021 June. Occupational Health Science

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Stephen Covey: Circle of Control Model

This model is by Stephen Covey, The Seven Habits of Highly Effective People, 1989

Pic drawn by B BABCOCK 2019

My Thoughts
My Actions
My Words
My choices and decisions
My attitude/mindset
My mood
My work ethic

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It starts with You (No tools or assembly required).

Supportive Behaviors from Leadership

- Invested
- Authentic
- Empathetic
- Listens with a non-judgmental attitude

- Matches work capabilities & needs
- Empowers the "no"
- Know the resources to connect

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"There are two kinds of people;
the people who make you feel better when they walk in the room and the people who make you feel better when they walk out of the room."

Which do you want to be?

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