

WORKPLACE MENTAL HEALTH

Virtual &
In-Person

Workshops and Training

Together we can make Psychological Health and Safety a priority.

Thriving employees means thriving organizations. At CMHA BC, we walk alongside workplaces to provide best practices and real-time strategies to support healthy workplaces. From workshops to resources, we are your workplace mental health partners, **connect with us today!**



**Canadian Mental
Health Association**
British Columbia
Mental health for all

DID YOU KNOW?



70%

of Canadian employees are concerned about the mental health and safety of their workplace



500,000+

Canadian employees per week are unable to work due to mental health problems

The direct & indirect costs of poor workplace mental health

- 1 in 5 people in Canada will personally experience a mental health problem or illness
- Approximately 30% of disability claims in Canada are attributed to mental health concerns
- Poor mental health conservatively costs Canada \$50 billion per year
- Employers bare the costs due to absenteeism, presenteeism, and turnover

“

I appreciated the depth of information shared in this training and the opportunity to collaborate and learn from fellow participants. The facilitator created a safe environment where questions were welcomed and helped participants take big ideas into actionable steps applicable to the workplace.

”

– Rachel Udy, Workplace Learning Coach-
Psychological Health & Safety



CMHA BC recognizes that every workplace is unique. We are dedicated to collaborating with workplaces in order to deliver strategies, resources, and training that support and benefit all individuals. Our goal is to implement concrete strategies to address psychological health and safety in the workplace.

At CMHA BC:

- We are a proud leader and contributor to the Psychological Health and Safety Training Program
- Our services are informed and administered by qualified professionals with lived experience and expertise in HR, management, facilitation, and mental health and well-being
- We have delivered training to over 30,000 participants, offering workshops virtually, in-person, and hybrid
- We provide resources and information that is evidence-based and grounded in best practices to support your unique workplace

Let us be your workplace mental health partner.

WHY CMHA BC?

Awareness

1-hour to 4-hour workshop

This workshop will help workers gain confidence in holding conversations about mental health and mental illnesses. Participants will gain knowledge and skills as they learn strategies to support co-workers who may be experiencing poor mental health. Participants will also explore practical ways to develop their mental resiliency.

Managers, Supervisors & Union Leaders

3-hour workshop

In this workshop, participants will gain an understanding of mental health and mental disorders in the workplace context. In addition, they will learn how to best support individual employees and build psychological health and safety in the workplace.

On the Front Line

4-hour workshop

Give your front-line staff the tools they need to work with clients or members of the public who may present challenging behaviours due to stress or emotional distress. Participants will gain knowledge and hands-on experience in:

- Understanding common mental disorders;
- Observing and determining which behaviours need to be addressed in the context of their own work role;
- Noticing when a person may be experiencing a mental health problem;
- Developing supportive communication skills;
- And providing resources as needed.

Resiliency During Difficult Times

1-hour to 4-hour workshop

Employees will learn how they can build resiliency even while experiencing normal reactions to difficult situations. Participants will develop an understanding of the impact current stressors have on their well-being, how to recognize the signs of stress, and how to react appropriately.



Compassion Fatigue

1-hour to 2-hour workshop

This workshop is designed to help participants understand compassion fatigue. Learn to use the ABCs of prevention by:

- Building Awareness and recognizing the signs in ourselves and those around us
- Developing skills to bring Balance in our lives by using effective coping strategies and understanding the difference between depleting and nourishing activities
- Connecting and building positive support systems both in our personal and work lives

Burnout - Helping the Individual and Helping the Workplace Leaders

1-hour to 2-hour workshop

For managers, union leaders, OH&S, and HR. Participants will learn to understand what “burnout” is and isn’t, develop knowledge of the systemic ways to prevent burnout and psychological harm, and learn ways to cope with mild burnout, how to notice what might be burnout in coworkers, and provide support.

Responding with Respect: Workplace Mental Health Skills for Managers

4-hour to 7-hour workshop

A highly effective workshop designed to reduce the negative impact of mental health problems in the workplace. Designed specifically for managers and supervisors to build on their knowledge and skills to support an employee when they are struggling with a mental health challenge.

[Contact us for pricing and further information.](#)



WORKSHOPS

PSYCHOLOGICAL HEALTH AND SAFETY (PHS)

Introduction to PHS

1-hour to 3-hour workshop

Learn how to promote mental health and protect workers' psychological safety in the workplace from an occupational health and safety perspective. The 3-hour workshop provides opportunities for participants to explore practical ways for their worksite to implement Canada's National Standard for Psychological Health and Safety in the Workplace.

PHS Supporter Training

3-hour workshop

Build the foundational knowledge required to begin addressing psychological health and safety (PHS) in your workplace. Using the National Standard of Canada for Psychological Health and Safety in the Workplace as a guide, learn about its history and development; gain understanding of core concepts like psychological health, safety, and risk; and receive an expert overview of the core components of the Standard. Using a case study approach, participants will be able to apply their knowledge in order to practice articulating the benefits of addressing PHS and determining initial actions to begin improving PHS in the workplace.

PHS Navigator Training

2-day in-person/4-day virtual

Commit to improving psychological health and safety in your workplace by approaching it systematically and sustainably. This training will give participants the skills to implement the National Standard of Canada for PHS in the workplace. Developed to provide an experiential learning opportunity, this training prepares participants to assess readiness for change, apply tools to analyze psychological health and safety, and prepare an implementation plan.



“ The course provides a good introduction into the concept of PHS and outlines the benefits of it for an organization. The material was presented with a good break up of delivery and group involvement. ”

– PHS Supporter participant

Contact us for pricing and further information.

SELF-PACED COURSES

Understanding Addictions

8-hour to 12-hour workshop
understandingaddictions.ca

This unique, online, self-paced training programs is for those who work directly or indirectly with people who face challenges with addiction. Delivered through eight interactive online lessons, this program helps participants build knowledge, self-awareness, and skills to better support and provide service to those living with an addiction.

Each lesson features opportunities for personal reflection, downloadable resources for in-person learning and an open forum for discussion.

SERVICES

Presentations

Our Workplace Mental Health Trainers are experienced in facilitating presentations for small and large conferences and events. We have a diverse range of topics and presenters.

“ As a first-time attendee, I found the event very intentional, well-organized and informative. It was well worth the 2 days from my business. I look forward to applying my learnings first thing Monday morning! ”

– Workplace Mental Health Bottom Line
Conference Attendee

Contact us for pricing and further information.



LUNCH & LEARN

1-hour workshops

Discover mental health-related programs and services available in the community.

Emotional Intelligence

Emotional intelligence is our ability to identify and respond effectively to both our own and other peoples' emotions. After this workshop, participants will have knowledge and hands-on experience in:

- Understanding their own emotional triggers;
- Exploring the functions of emotions;
- Reflecting on when behaviours are a symptom of emotions;
- And responding more effectively to the emotions of others.

Diversity, Equity & Inclusion

There are many unseen aspects of diversity that need to be incorporated into actions we take around equity and inclusion. After this workshop, participants will be better able to:

- View life experiences as a contributor to unseen diversity;
- Explore unconscious biases and their impact on behaviours;
- Reflect on ways to challenge existing biases and prevent new ones;
- And recognize and address compassion fatigue and its impacts.

PHS Introduction

Learn how to promote mental health and protect workers' psychological safety in the workplace from an occupational health and safety perspective.

How to Have the Conversation if Someone is Struggling

Learn about mental health in the workplace and steps to take to support individuals when you notice they are struggling.



Tips for Those on the Front Line

Give your frontline staff the tools they need to work with clients or members of the public showing challenging behaviours or signs of distress.

Awareness

Help workers gain comfort in talking about mental health and mental illness, and explore practical ways to build resiliency.

Resiliency

Learn how you can build resiliency even during difficult times.

Compassion Fatigue

Build an understanding of compassion fatigue and how to use the ABCs of prevention: Awareness, Balance and Connection.

Responding to Crisis at Work

Learn about tools that can be used to respond to moments of crisis or distress in the workplace.

Contact us for pricing and further information.

WHO ARE WE?

The CMHA BC offices are located on the traditional, unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), sə́lilwətaʔt̓ (Tseil-Waututh), Lkwungen (Songhees) and Wyomilth (Esquimalt) peoples.

ABOUT US

The Canadian Mental Health Association (CMHA) has been the leading advocate for mental health for over 100 years. Our goal in developing this education is to intervene earlier in the workplace in order to reverse the pattern that is leaving over 500,000 Canadian employees per week unable to work due to poor mental health.

Founded in 1918, CMHA is a national charity that helps maintain and improve mental health for all Canadians. As the nation-wide leader and champion for mental health, CMHA helps people access the community resources they need to build resilience and support recovery from mental illness.

To learn more about CMHA BC visit www.cmha.bc.ca


STAY INFORMED

Organizations and employees benefit from supporting those experiencing mental illness and promoting mental health for all. Stay updated on how you can support your workplace today.

CONNECT WITH US

Are you ready to enhance your workplace? Ask how CMHA BC's workplace mental health team can customize services to meet your workplace needs and make psychological health and safety a priority.

Contact the Workplace Team

 604-688-3234

 cmha.bc.ca/workplace-mental-health

 workplaces@cmha.bc.ca