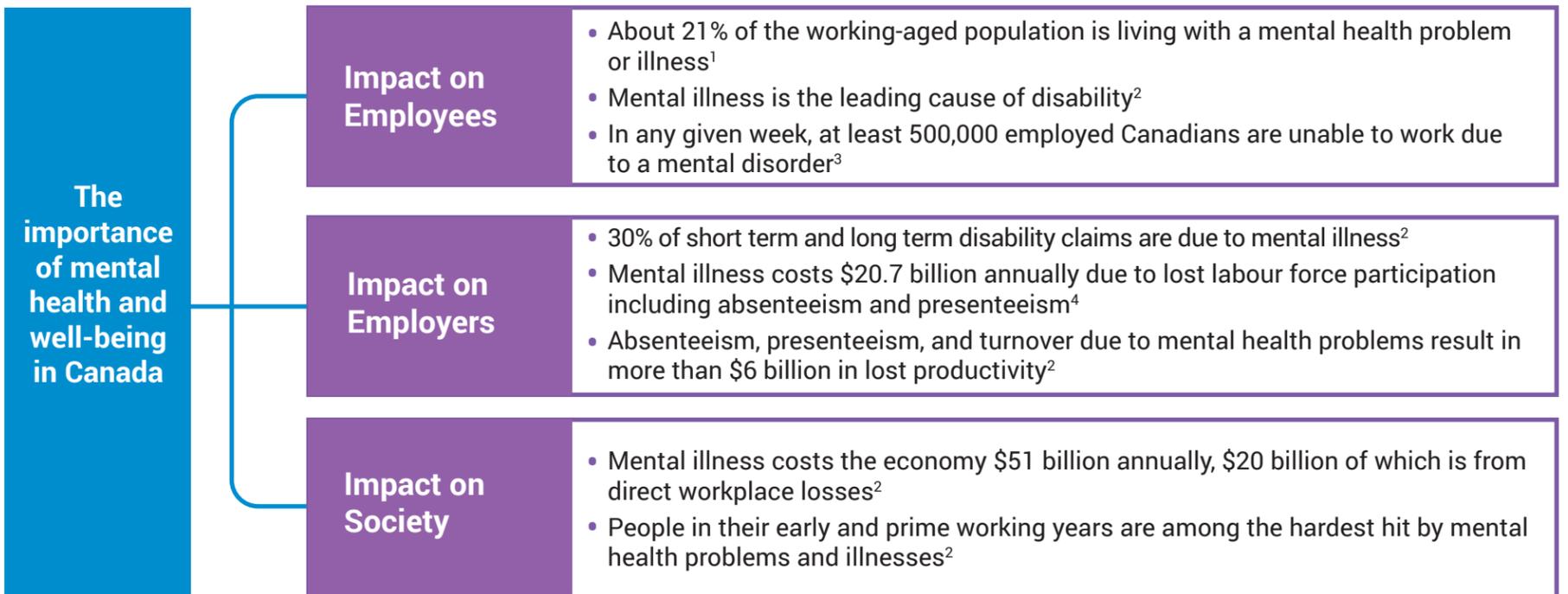


PROMOTING MENTAL WELL-BEING IN THE WORKPLACE



As a significant amount of time is spent at work, employers need to share the responsibility with employees for maintaining and improving mental well-being.¹

Employers who make psychological health and safety a priority can see¹:

- Improved recruitment and retention
- Improved productivity
- Improved engagement and morale
- Improved creativity and innovation
- Reduced conflict and grievances
- Reduced turnover and absenteeism
- Reduced disability and injury



A psychologically healthy and safe workplace considers the impact of workplace policies, processes, and interactions on all workers' mental health. Addressing the following **13 factors** effectively, can positively affect worker psychological health, psychological safety, and participation¹:

 Psychological and social support	 Organizational culture	 Clear leadership and expectations	 Civility and respect
 Psychological job demands	 Growth and development	 Recognition and reward	 Involvement and influence
 Workload management	 Engagement	 Work/life balance	 Protection of physical safety
 Psychological protection from violence, bullying, harassment	 Learn more about the National Standard of Canada for Psychological Health and Safety in the Workplace at www.mentalhealthcommission.ca/English/national-standard		

**MENTAL
ILLNESS**
AFFECTS **1 IN 5**
CANADIANS

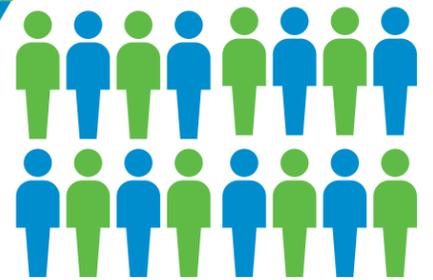
BEYOND 1 IN 5

While **1 in 5** Canadians will experience a mental illness each year,² the remaining **4 in 5** or **80%** will not. Yet there still may be concerns with their mental well-being. They can still benefit from efforts to promote mental well-being and prevent mental illness in the workplace.⁵

- No identified mental illness
- Organization-wide initiatives
- Focus on broad workplace factors

PROMOTE MENTAL WELL-BEING

80%



- No identified mental illness
- Early identification and screening
- Proactive mental health support

**PREVENT MENTAL
ILLNESS**

- Identified mental illness
- Mild to complex
- Treatment by mental health professionals

**TREAT MENTAL
ILLNESS**

20%



The return on investment of workplace mental health interventions is overwhelmingly positive...with an average **ROI of 4.2:1**...There are more opportunities for employers to achieve better returns on investment by providing more interventions at organizational culture and proactive stages, enabling employees to thrive, rather than intervening at very late stages.⁶



Sources

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