

 Commission de la santé mentale du Canada

## THE WORKING MIND<sup>™</sup>

Workplace Mental Health and Wellness



## Mental Health Continuum Model

| HEALTHY  | REACTING  | INJURED  | ILL   |  |
|--|---|--|---|--|
| Signs and indicators   |   |  |   |  |
| <ul> <li>Normal fluctuations<br/>in mood</li> <li>Normal sleep patterns</li> <li>Physically well,<br/>full of energy</li> <li>Consistent performance</li> <li>Socially active</li> <li>No trouble/impact due to<br/>substance use</li> </ul> | <ul> <li>Nervousness, irritability,<br/>sadness</li> <li>Trouble sleeping</li> <li>Tired/low energy, muscle<br/>tension, headaches</li> <li>Procrastination</li> <li>Decreased social activity</li> <li>Limited to some trouble/<br/>impact due to substance<br/>use</li> </ul> | <ul> <li>Anxiety, anger, pervasive<br/>sadness, hopelessness</li> <li>Restless or disturbed<br/>sleep</li> <li>Fatigue, aches and pains</li> <li>Decreased performance,<br/>presenteeism</li> <li>Social avoidance<br/>or withdrawal</li> <li>Increased trouble/impact<br/>due to substance use</li> </ul> | <ul> <li>Excessive anxiety, easily<br/>enraged, depressed</li> <li>Suicidal thoughts and<br/>intentions</li> <li>Unable to fall or stay<br/>asleep</li> <li>Exhaustion, physical<br/>illness</li> <li>Unable to perform duties,<br/>absenteeism</li> <li>Isolation, avoiding<br/>social events</li> <li>Dependence</li> </ul> |  |
| Actions to Take at Each Stage of the Continuum   |   |  |   |  |
| <ul> <li>Focus on task at hand</li> <li>Break problems into<br/>manageable chunks</li> <li>Identify and nurture<br/>support systems</li> <li>Maintain healthy lifestyle</li> </ul>   | <ul> <li>Recognize limits</li> <li>Get adequate rest,<br/>food, and exercise</li> <li>Engage in healthy<br/>coping strategies</li> <li>Identify and<br/>minimize stressors</li> </ul>   | <ul> <li>Identify and understand<br/>own signs of distress</li> <li>Talk with someone</li> <li>Seek help</li> <li>Seek social support<br/>instead of withdrawing</li> </ul>  | <ul> <li>Seek consultation<br/>as needed</li> <li>Follow health<br/>care provider<br/>recommendations</li> <li>Regain physical<br/>and mental health</li> </ul>   |  |

### RESOURCES

If you are concerned about signs of stress in yourself or a buddy, get it checked out. Resources include:

- Family and friends
- Colleagues, managers and human resources
- Employee and Family Assistance Program
- Family Doctor and other healthcare providers
- Community resources
- Insured or private services, including psychologists

Special acknowledgment made to the staff at the Department of National Defence and the Calgary Police Service for their collaboration in the development of this program.

## theworkingmind@mentalhealthcommission.ca www.theworkingmind.ca

# www.theworkingmind.ca /TWM.Canada /TWM\_Canada

Production of this brochure has been made possible through a financial contribution from Health Canada. The views expressed herein represent the views of the Mental Health Commission of Canada.

| SMART GOAL SETTING   | VISUALIZATION   | POSITIVE SELF TALK   | DIAPHRAGMATIC<br>BREATHING  |
|--|---|--|---|
| <ul> <li>Specific: your<br/>behaviour</li> <li>Measurable: see<br/>progress</li> <li>Attainable: challenging<br/>and realistic</li> <li>Relevant: want it or<br/>need it</li> <li>Time-bound: set finish<br/>time</li> </ul> | <ul> <li>Be calm and relaxed</li> <li>Use all senses</li> <li>See positive mental<br/>images</li> <li>Keep it simple</li> <li>Use movement</li> </ul> | Become aware of<br>self-talk     Stop the negative<br>messages     Replace with positive     Practice thought<br>stopping:<br>"I can do this."     "I am trained and ready."     "I will focus on what I<br>can do." | Rule of 4:<br>• Inhale to count<br>of 4<br>• Exhale for count<br>of 4<br>• Practice for 4<br>minutes<br>Breathe into the<br>diaphragm |

The Big Four Strategies

### **AIR: Ad Hoc Incident Review**

- 1. Acknowledge: Something has happened, and listen.
- 2. Inform: Check in and apply the Mental Health Continuum Model.
- 3. Respond: Observe and follow up.

Copyright © 2019 Mental Health Commission of Canada. All Rights Reserved.