

 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 in mood</li> <li>Normal sleep patterns</li> <li>Physically well, full of energy</li> <li>Consistent performance</li> <li>Socially active</li> <li>No trouble/impact due to substance use</li> </ul>	<ul> <li>Nervousness, irritability, sadness</li> <li>Trouble sleeping</li> <li>Tired/low energy, muscle tension, headaches</li> <li>Procrastination</li> <li>Decreased social activity</li> <li>Limited to some trouble/ impact due to substance use</li> </ul>	<ul> <li>Anxiety, anger, pervasive sadness, hopelessness</li> <li>Restless or disturbed sleep</li> <li>Fatigue, aches and pains</li> <li>Decreased performance, presenteeism</li> <li>Social avoidance or withdrawal</li> <li>Increased trouble/impact due to substance use</li> </ul>	<ul> <li>Excessive anxiety, easily enraged, depressed</li> <li>Suicidal thoughts and intentions</li> <li>Unable to fall or stay asleep</li> <li>Exhaustion, physical illness</li> <li>Unable to perform duties, absenteeism</li> <li>Isolation, avoiding 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 manageable chunks</li> <li>Identify and nurture support systems</li> <li>Maintain healthy lifestyle</li> </ul>	<ul> <li>Recognize limits</li> <li>Get adequate rest, food, and exercise</li> <li>Engage in healthy coping strategies</li> <li>Identify and minimize stressors</li> </ul>	<ul> <li>Identify and understand own signs of distress</li> <li>Talk with someone</li> <li>Seek help</li> <li>Seek social support instead of withdrawing</li> </ul>	<ul> <li>Seek consultation as needed</li> <li>Follow health care provider recommendations</li> <li>Regain physical 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 BREATHING
<ul> <li>Specific: your behaviour</li> <li>Measurable: see progress</li> <li>Attainable: challenging and realistic</li> <li>Relevant: want it or need it</li> <li>Time-bound: set finish time</li> </ul>	<ul> <li>Be calm and relaxed</li> <li>Use all senses</li> <li>See positive mental images</li> <li>Keep it simple</li> <li>Use movement</li> </ul>	Become aware of self-talk     Stop the negative messages     Replace with positive     Practice thought stopping: "I can do this."     "I am trained and ready."     "I will focus on what I can do."	Rule of 4: • Inhale to count of 4 • Exhale for count of 4 • Practice for 4 minutes Breathe into the 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.