Minds Connected

C.O.M.P.A.S.S.
MENTAL HEALTH PROMOTION
*WORKSHEET*

Lambton Public Health

Compasses
don't tell us which
direction to go...

...but they help us to know where we are and where we should go!

Compasses don't tell us which direction to go but they help us to know where we are and where we should go. Lambton Public Health has developed this resource to support employers in Lambton County with their mental health initiatives. This worksheet can be used as a starting point to help you identify supports and resources to implement within your organization. Although this worksheet is not exhaustive, Lambton Public Health has identified these strategies to support your organization on your path to greater mental wellness at work. Use this worksheet independently or with a group to help you create a mentally healthier space, step by step.

As you work through this worksheet, remember that just as people are not the same, an adequate response to a mental health concern in the workplace will not be the same for every workplace.

Links, videos, and other resources are available at: mindsconnected.ca

C Commit **O** Organize **M** Map **P** Plan **A** Act **S** Share **S** Sustain
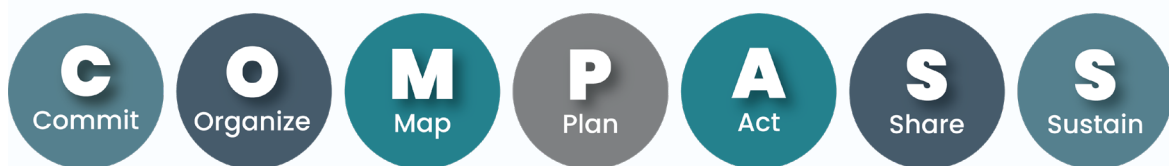
Mental Health at Work

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Healthy workplaces are better for your employees, and your bottom line. Even prior to the shift in workplaces that occurred during the COVID-19 pandemic, research showed that 1 in 5 Lambton residents report being dianosed with a mental illness and 1 in 4 report taking medication or time off work or school to deal with mental health problems.

74% of residents in the workforce report very good or excellent mental health which is promising but leaves room for improvement. Two thirds of residents reported their employer promotes positive mental health but just over half indicated they would be comfortable speaking to their employer about mental health. We can do better.

Commit

In order for an initiative to be successful, commitment from decision-makers is important.

Commitment could mean different things in different organizations, some ideas include:

Assessing your organization's readiness at ThinkMentalHealth.ca

Signing onto a charter

Aligning efforts with the organization's strategic plan

Earmarking resources for the work

Other:

Who at your organization needs to approve programs to support staff mental health? How can you gain commitment from them?

Organize

Identify a group of committed individuals who are interested in supporting a mental health initiative.

Consider a diverse group of people in the organization such as:

• Leaders and decision-makers
• Staff with different perspectives and roles
• Involvement from groups that may already carry out similar work, such as human resources, a social or well-being committee

Who will you reach out to and include in your group? Which staff and staff groups would represent a range of voices while being manageable and able to carry out activities?

How will you organize your work? How will others know the purpose of the group, the work you're doing, or the group members?

Map

What work around mental health is already happening in your organization and community? Mapping can help you to avoid duplicating work and find allies to help.

What is our ultimate vision for our organization related to mental health?

What does our organization already know about mental health and mental illness? What do you want to know more about?

What is our capacity to deliver mental health awareness education? What people or services do we have access to that can help?

What mental health services exist, either in our organization (Employee Assistance Program) or outside (in our community)?

Plan

Choosing and planning programs to put in place is important and may take some time.

You may want to start by asking staff where the strengths and opportunities are. Then, you can check out the Minds Connected programs and resources to see what could most help your organization. Delegating responsibilities will be helpful both to alleviate the burden on one person and bring more people along in the process.

When choosing and planning a program, evidence shows:

One-time events and presentations build awareness but don't be surprised if it doesn't last long. Smaller, repeated activities, built into a workday has a bigger impact.

Evidence-based programs like those listed on the Minds Connected site have already been shown to have a positive impact.

Multiple activities (people will learn and use what works for them) or at least acting at multiple "levels"(individual programs in addition to a team or whole organization program) can have a bigger impact than not (Estevez Cores, 2021; Roczniewska et al., 2022).

If possible, offering different ways to access content (ie. In-person and online) can help to increase reach and impact (Wan Mohd Yunus et al.,2018).

In general, changes that reduce job demands (such as reducing work load, increasing job control, participating in decision-making) and increase job resources (increasing social support, learning and development opportunities, leadership training) reduces stress and increases staff's ability to cope.(Pjipker et al., 2019, Watson et al., 2018)

Psychological safety is important when talking about mental health problems. If you think aconversation may become emotional, make sure you know who can help or invite a mental healthprofessional in to be available on site.

Plan to evaluate your initiatives before you start acting (see "outcome" in the chart on the next page).

Sample Activity Plan

Activity/Program (What?)	Timeline (When?)	Outcome (What impact was made?)	What is needed (Who and what resources?)

Act

And.. GO! The plan is in place so it's time to execute it.

Keep note of any changes, bumps, and successes so you can adapt and improve. Most importantly, keep at it. Change doesn't happen all at once and each organization is unique so do what works for yours.

What will you do to learn "How do we know if the program helped"?

Staff surveys

Program feedback, interviews or focus groups

Attendance and engagement in the activities

Information from people leaders

Other:

Share

Sharing how the program went and what you learned with staff, stakeholders, and others reminds people you're doing this work and its important.

It can also help to focus your efforts and rally support from allies for the next step, sustain. And take the time to celebrate!

Who can you share this information with?	How can you share it with them?

Sustain

Learning about mental health doesn't just happen one time. Creating a mentally healthy workplace is a process and so determining how you want to sustain the learning, program, or initiative is important to the sustain the benefits!

How will you keep mental health programs going?

Develop a multi-year strategy so that learning can build on each other and it becomes routine.

Embed mental health-related content into orientation for new employees and annual education (eg. Health and safety training). Engage a wide variety of people in activities such as new staff, Board of Directors, and even patrons.

Give training and expertise to specific staff members who may need to know more about mental health and connecting folks with the help they need.

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