

Mental Health Awareness*

MENTAL
HEALTH

1 in 5 people will experience a mental health problem in their lifetime. Poor mental health can adversely affect all areas of a person's life. Mental health related concerns can show up in the workplace in different ways. These can include changes to a person's attitude, behaviour, and performance, as well as physical symptoms such as changes in eating or sleeping habits, exhaustion, and headaches.

Changes in behaviour can include an employee who is usually outgoing and friendly becoming withdrawn; or an employee who used to be a team player becoming more isolated. Attitude changes can include an employee becoming hostile, irritable, or anxious. Performance changes can include an employee who was previously productive becoming distracted and making more mistakes.

Physical symptoms of mental health issues can include exhaustion, headaches, changes in appetite or sleeping habits. For example, an employee who is usually full of energy may become tired more easily, or an employee who is usually well-rested may have difficulty sleeping.



Why is it important?

These changes can affect employees' relationships with their colleagues, as well as their work performance. They may also be less likely to interact with their colleagues, which can lead to a feeling of isolation and a decrease in morale. If an employee is struggling with their mental health, they may be less productive, make more mistakes, or be less likely to take part in team activities.

Preventive next steps

It's important for employers and coworkers to be aware of the general signs of mental health issues and provide support to their employees. This can include providing an open and understanding work environment and offering access to resources such as mental health professionals. This can help employees feel more comfortable talking about their mental health and seeking help when they need it.

If you suspect a coworker or employee is struggling, the best thing to do is reach out and offer your support.

How to support a coworker:

- Express concern without making assumptions
- Speak to a manager, supervisor or HR representative

- Ask how you can help
- Respect confidentiality
- Put safety first

Where to find support:

- Speak to a manager or HR professional
- Speak to your family doctor
- Talk to a counsellor through your Employee and Family Assistance Program (EFAP)
- Be aware of mental health resources in the community
- Call 1-800-SUICIDE: 1-800-784-2433 if you are in crisis or feeling suicidal
- Call 911 in an emergency



For additional resources visit:

Crisis Centre [website](#)

[Fast facts about mental health and mental illness](#) Canadian Mental Health Association website

