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THE OTHER SIDE OF WORKPLACE MENTAL HEALTH

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The Other Side of Workplace Mental Health:

Managing the Impact of Personal Stress on Performance

Phrases That Fail

“You just need to toughen up.”

“We all have problems, but work comes first.”

“Why can't you just focus on your job?”

“Everyone is dealing with something—just push through.”

“If you can't handle your personal issues, maybe this isn't the right place for you.”

“Your personal problems shouldn't affect your work.”

“This isn't the time or place for that.”

We've Probably All Heard This Before



Is This a Realistic Expectation?

“Wherever You Go, There You Are”

Jon Kabat-Zin

Our Stress Us Follows Us

Your emotional state follows you, regardless of the setting.

Stress at home can influence your thoughts, mood, and actions at work.

Changing environments (e.g., going to work) doesn't automatically resolve stress.

Managing stress requires internal reflection and strategies, not just a change in environment.

Compartmentalizing is Difficult

Interconnected emotions

Constant mental load

Physiological impact

Lack of emotional outlets

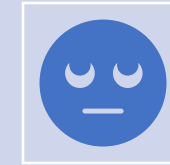
Work-life overlap

Human nature

Unrealistic Expectations

- It's unrealistic to expect employees to fully separate personal stress from work
- Employees may hide their struggles due to fear of negative consequences or judgment
- This creates an unhealthy work environment where employees push through stress out of fear
- Hiding personal struggles can lead to harmful coping mechanisms which negatively impacts job performance

What is Stress?



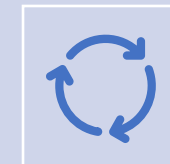
Stress is an **emotional** and **physiological** response to any **perceived** threat, real or imagined.



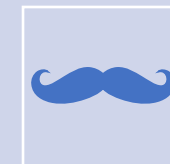
Body reacts by releasing hormones that prepare us to respond quickly to a perceived threat or challenge.



Physical symptoms such as a racing heart, faster breathing, and tense muscles.



The stress response evolved to be a motivator for survival.



Fight, flight, freeze or fawn!

Common Sources of Personal Stress

Relationship issues or conflicts
Major life changes
Financial stress or worries about money
Health concerns or chronic illness
Caregiving responsibilities for children, elderly parents, or others
Balancing work and personal responsibilities
Unmet expectations or feelings of disappointment
Environmental factors
Personal insecurities or self-doubt



What are Typical Stress Symptoms?

Signs & Symptoms of Stress



Cognitive impacts:

Decreased ability to concentrate

Impaired memory

Increased negative self-talk and rumination

Decreased problem-solving skills and creativity

Physical impacts:

Increased heart rate and blood pressure

Headaches, muscle tension, and body aches

Digestive problems

Weakened immune system and increased susceptibility to illness

Sleep disturbances, such as difficulty falling or staying asleep

The background features a light blue silhouette of a person's head in profile, facing left. Inside the head, there is a complex, tangled scribble representing a brain. Below the head, there are two teardrops. The overall color scheme is light blue and white.

Emotional impacts:

Anxiety, irritability, or anger
Depression, apathy, or feelings of hopelessness

Decreased motivation and productivity

Difficulty regulating emotions

Relational impacts:

Increased conflict and tension in relationships

Decreased empathy and emotional support

Increased social isolation and loneliness

Decreased job satisfaction and engagement

Signs & Symptoms of Stress

How Personal Stress Impacts Work Performance



Emotional Exhaustion



Physical Health Effects



Impaired Communication



Strain on Work Relationships



Reduced Focus and Concentration



Increased Mistakes and Errors



Decreased Ability to Work Productively



Reduced Attention to Safety

Why Employers Should Be Concerned About Personal Stress at Work



Lower Productivity and Performance



Diminished Workplace Safety



Disrupted Team Dynamics



Poor Customer Service



Absenteeism, Presenteeism and Turnover



Tarnished Company Reputation

Employers Need to Be Proactive

- We often delay or avoid acting on problems
- It's more effective to focus on prevention
- Since wellness requires effort, proactive measures are needed
- Employers should provide a supportive environment with resilience-building strategies to help employees handle stress effectively

What Can Employers do to Reduce the Impact of Workers Personal Stress at Work?

Promoting Wellness in Manufacturing

Reduce	Reduce sources of workplace stress
Culture	Foster a supportive workplace culture
EQ	Train supervisors on emotional intelligence and interpersonal skills
Train	Provide resilience and mental health awareness training
Breaks	Ensure regular breaks
Simplify	Simplify and streamline processes to reduce stress / fatigue
Offer	Offer mental health resources
Wellness	Provide wellness programs *

Steps Employees Can Take to Manage Stress

- Recognize and Acknowledge Stress
- Practice Self-Care
- Set Boundaries
- Prioritize and Organize Tasks
- Communicate with Supervisors and Colleagues
- Seek Support
- Practice Stress-Reduction Techniques
- Take Time Off When Needed

When to Seek Help For Stress

Feeling overwhelmed

Stress is negatively affecting
your mood

Have fears you can't control

Stress is affecting you
physically

Are unable to function well at
home or at work

Feel you need help for any
reason





Any Questions...

Get the help you need

01 | Resources and Information

02 | Mental Health and Wellness Training

03 | Leadership Training

04 | Consultation and Coaching



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