



Mental health in the workplace

**Educational resources
October 2022**



**Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion**

Educational resources on mental health in the workplace

October serves as a reminder of the importance of addressing mental health in the workplace, with Healthy Workplace Month, Mental Illness Awareness Week (Oct 2-8), and World Mental Health Day (Oct 10). This month invites you to tune in, express, and embrace your emotions - even the uncomfortable ones. It is critical to have these dialogues to engage our workplaces and communities in discussions about the stresses and stigmas associated with mental health, as well as to educate and raise awareness. As a result, this guide provides educational resources to help you learn how to encourage and drive conversations around mental health in your workplace. It also emphasizes critical techniques for promoting long-term mental health in the workplace beyond October.

Learn more about [Healthy Workplace Month](#) from its website, [Mental Illness Awareness Week](#) from the Canadian Alliance on Mental Illness and Mental Health, and [World Mental Health Day](#) from the World Health Organization.

How does mental health impact the workplace?

- [Fast Facts about Mental Health and Mental Illness / Faits saillants sur la santé mentale et la maladie mentale](#), Canadian Mental Health Association
- [High-Pressure Jobs and Mental Illness](#), Harvard Business Review
- [Mental health in the workplace / La santé mentale en milieu de travail](#), Government of Canada
- [Mental Health, Stigma and the Workplace](#), Centre for Addiction and Mental Health
- [Mental Illness in the workplace / Les maladies mentales au travail](#), Canadian Mental Health Association
- [We all have mental health](#), The Vital Beat
- [Working while stressed or ill / Travailler quand on vit beaucoup de stress ou quand on est malade](#), Workplace Strategies for Mental Health
- [Workplace Guide: Eating Disorders in the Workplace \(PDF\)](#), National Eating Disorders Association

How to have a conversation about mental health

With yourself

- [1:1 conversation with yourself / Entre quatre yeux: une conversation avec soi-même](#), Mental Health Commission of Canada
- [Assessing your current situation / Évaluer sa situation actuelle](#), Workplace Strategies for Mental Health
- [Comment parler de votre santé mentale avec votre employeur](#), Les Actualités
- [How to talk about your mental health with your employer](#), The Check-in Project

How to have a conversation about mental health

With yourself

- Mental Health Resources for Employees, Mental Health America
- Requesting accommodation / Demander des mesures d'adaptation, Workplace Strategies for Mental Health
- Steps to employment: A workbook for people who have experienced mental health problems (PDF), Canadian Mental Health Association

Between co-workers

- Emotional intelligence for employees / L'intelligence émotionnelle – pour les employés, Workplace Strategies for Mental Health
- How to be helpful to a coworker dealing with a mental health challenge, Forbes
- How to tell your co-workers you're struggling with mental health / Comment dire à vos collègues que vous faites face à un souci de santé mentale, MindBeacon
- Managing co-worker reactions to accommodation / Gérer les réactions des collègues relativement aux mesures d'adaptation, Workplace Strategies for Mental Health
- Supporting a Colleague Who May Have Mental Health Concerns / Soutenir un collègue qui peut éprouver des problèmes de santé mentale, LifeWorks
- Talking about Mental Health in the Workplace – 5 Steps to Support a Co-Worker / Parler de la santé mentale sur le lieu de travail – 5 étapes pour soutenir un collègue de travail, Anxiety Canada

For managers

- 5 ways managers can talk about mental health at work without overstepping, CNBC
- How to respectfully address mental health in the workplace / Aborder la santé mentale avec respect en milieu de travail, Randstad
- Accommodating Mental Disabilities in the Workplace, MLT Aikins
- Mental Health – How to address and support / Santé mentale – Comment l'aborder et la favoriser, Canadian Centre for Occupational Health and Safety
- Mental Health at Work: An Employer's Duty to Inquire, MLT Aikins
- Mental Health Resources for Employers, Mental Health America
- Referring employees to resources / Orienter les employés vers des ressources, Workplace Strategies for Mental Health
- When your employee discloses a mental health condition, Harvard Business Review

Intersectionality - Why mental health does not look the same for everyone

- Addressing mental health challenges in Black communities / Relever les défis liés à la santé mentale dans les communautés noires, Dialogue
- Asian Mental Health: Seeking help during the pandemic / La santé mentale de la communauté asiatique : Demander de l'aide pendant la pandémie, Mental Health Commission of Canada
- Immigrants face unique mental health challenges in the workplace delaying the inclusion and effectiveness / Les personnes immigrantes font face à des défis particuliers en milieu de travail affectant leur santé mentale, leur inclusion et leur efficacité, Windmill Microlending
- Let's Talk about Mental Health in South Asian Communities, CAMH
- Mental health and wellness in First Nations and Inuit communities / Santé mentale et mieux-être des Premières Nations et des Inuit, Government of Canada
- Mental Health: Cultural and ethnic stigmas, LifeWorks
- Racialized women face significant barriers when seeking mental health care, CBC

Mental health assessment tools and resources

The following links are resources for people to use to support their mental health journey. The information provided does not substitute for professional advice but may help the individual explore if further assessment would be beneficial.

- Am I at risk for a burnout? (PDF) is a tool to assess an individual's work-related stress.
- Mental Health Meter / Outil d'évaluation de sa santé mentale allows individuals to check in with their mental fitness.
- Multicultural Mental Health Resource Centre provides fact sheets, connections, and other resources in several languages helpful for immigrants in Canada or individuals who speak other languages.
- Stress management competency indicator tool (PDF) allows managers to assess how effective they are at preventing and reducing stress in their staff.
- Talk suicide / Parlons suicide provides 24/7 immediate crisis support for suicide prevention in Canada.
- The Colour Project is an anonymous text-based peer support platform for mental health in Canada.
- The MindsMatter tool is an online assessment that lets an organization know where it is at with mental health.
- Work-Life Balance Quiz / Jeu-questionnaire sur l'équilibre travail-vie personnelle allows individuals to assess their level of balance between work and life outside of work.
- Workplace Strategies for Mental Health offers many free tools and resources for getting help and personal growth as well as assessment tools for individuals and organizations.

Organizational strategies for supporting mental health

- 15 Workplace Mental Health Survey Questions to Ask Employees, Quantum Workplace
- 7 questions d'enquête pour prévenir l'anxiété des collaborateurs, Sparkbay
- Creating a Workplace Mental Health Strategy: From Start to Impact! (PDF) / La création d'une stratégie de santé mentale au travail : du début à la fin! (PDF), Mental Health Commission of Canada
- Developing a workplace mental health strategy: A how-to guide for organizations (PDF), Heads Up
- Elements of an effective workplace mental health strategy, Forbes
- The ROI in workplace mental health programs: Good for people, good for business, Deloitte
- Offering mental health days to your employees, Monster
- Organizational strategies / Stratégies organisationnelles, Workplace Strategies for Mental Health
- Retour au travail après un congé pur maladie psychologique, CRHA
- The Ultimate Guide to Implementing Employee Mental Health Strategies in the Canadian Workplace / L'indispensable guide pour la mise en œuvre de stratégies pour la santé mentale des employé(e)s au sein de la main-d'œuvre canadienne, Dialogue

Other resources



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

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- Breakdown and Repair: A father's tale of stress and success (Mark Simmonds)
 - Faire face à la dépression (FR – Serge Larochelle)
 - J'ai mal, et pourtant ça ne se voit pas (FR- Lucile de Pesloüan and Geneviève Darling)
 - Journal d'une bipolaire (FR – Émilie Guillon, Patrice Guillon, and Sébastien Samson)
 - L'anxiété: Le cancer de l'âme (FR – Louise Reid)
 - Life is a Four-Letter Word: A Mental Health Survival Guide for Professionals (Andy Salkeld)
 - Making Relationships Work at Work: A toolkit for getting more done with less stress (Richard Fox)
 - Physical Intelligence (Claire Dale and Patricia Peyton)
 - Pivot (FR – Marie-Ève Cotton)
 - The Leader's Guide to Mindfulness (Dr. Audrey Tang)
 - The Unapologetic guide to Black Mental Health (Rheeda Walker, Ph.D)



FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

- [A Beautiful Mind \(Amazon Prime\)](#)
- [But Milk is Important \(Vimeo\)](#)
- [Ces voix oubliées \(FR – National Film Board\)](#)
- [Il ventait devant ma porte \(FR – National Film Board\)](#)
- [Inside Out \(Disney +\)](#)
- [Joy in People \(YouTube\)](#)
- [La peau et les os, après \(FR – National Film Board\)](#)
- [La vie avec un brin de folie \(FR – National Film Board\)](#)
- [Les journaux de Lipsett \(FR – National Film Board\)](#)
- [Melancholia \(Amazon Prime\)](#)
- [Ordinary People \(YouTube, Amazon Prime, Apple TV\)](#)
- [Silver Linings Playbook \(Netflix\)](#)
- [Sometimes, I think about dying \(YouTube\)](#)
- [The Distraction \(YouTube\)](#)
- [The Voice In Your Head \(YouTube\)](#)
- [What did it feel like just before you were diagnosed with a mental illness? \(YouTube\)](#)
- [What's Eating Gilbert Grape \(Amazon Prime\)](#)
- [isle of Chair 椅島 \(Vimeo\)](#)



TED TALKS

Note: French links are for the original Ted Talk with French subtitles and/or French transcript.

- [A tale of mental illness – from the inside / Une histoire de maladie mentale, de l'intérieur \(Elyn Saks\)](#)
- [How to start a conversation about suicide / Comment engager une conversation sur le suicide \(Jeremy Forbes\)](#)
- [Imagine what's next if we put mental health first in a flexible workplace \(Philip Colligan\)](#)
- [There's no shame in taking care of your mental health / Il n'y a pas de honte à prendre soin de santé mentale \(Sangu Delle\)](#)
- [Workplace Mental Health – all you need to know \(for now\) \(Tom Oxley\)](#)



PODCASTS

- Being Well with Dr. Rick Hanson
- C'est dans la tête (FR)
- Codes féminins (FR)
- Dear Therapists
- Florastrala (FR)
- Griefcast
- Happier with Gretchen Rubin
- Infuse magazine (FR)
- Inside Mental Health
- Les maux bleus (FR)
- Spleen (FR)
- Terrible, thanks for asking
- The Anxious Achiever
- The Emotions Mentor
- The Hilarious World of Depression
- Therapy for Black Girls
- Unlocking us with Brené Brown
- We Can Do Hard Things



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