



mental health™
WORKS

A social enterprise of the
Canadian Mental Health Association,
Ontario Division

PRODUCT SUITE CATALOGUE



Canadian Mental
Health Association
Ontario



ABOUT MENTAL HEALTH WORKS

Mental Health Works is a nationwide social enterprise of the Canadian Mental Health Association, Ontario Division. It provides capacity-building workshops, presentations and webinars that are person-centred, evidence-based, and solutions-focused.

PRODUCTS AND SERVICES

Mental Health Works offers 13 individual 'essentials' training modules that provide workplaces the tools to foster mental wellness. Topics included in the essentials modules range from depression and anxiety, to substance use and addictions, to trauma, to psychological health and safety. These modules can be tailored as half-day or full-day sessions, or can be grouped together to form a more comprehensive 'core' workshop based on an organization's needs.

Additionally, Mental Health Works is equipped with the expertise to develop customizable options that work for any organization.

All essentials modules and core workshops can be delivered virtually or in person, and are suitable for any size audience. All sessions explore elements of awareness, responding and collaborating, and provide opportunities for an in-depth discussion.

ESSENTIALS MODULES

- Workplace & mental health
- Mood & depression
- Stress & anxiety
- Psychological health & safety
- Post-traumatic stress disorder and operational stress injury
- Substance use and addictions
- Traumatic stress and compassion fatigue
- Isolation and loneliness
- Health anxiety
- Mindfulness at work
- Mental health and telework
- Mental health for frontline staff
- Mental health for telehealth



MENTAL HEALTH WORKS THREE-GEAR METHOD

Mental Health Works training is based on three core components that equip participants to create mentally-healthy workplaces: awareness, responding and collaborating. This is referred to in the training as the “three-gear method.”

AWARENESS

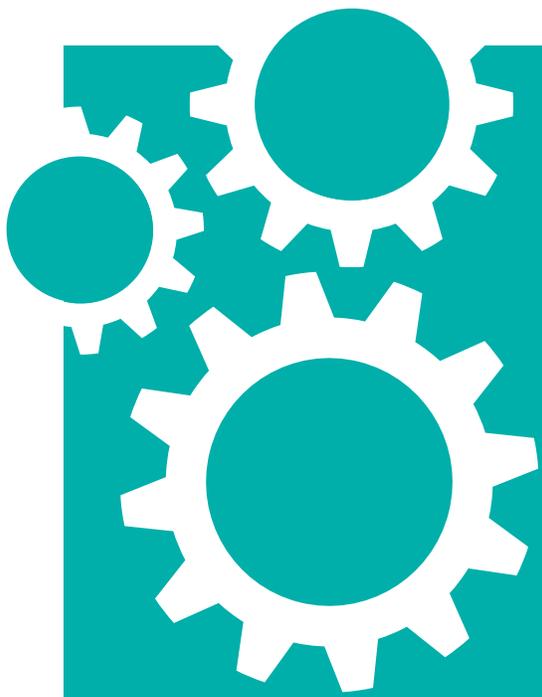
You want to build awareness of mental health in your workplace. These modules focus on teaching what mental health and mental illnesses are, and what they’re not. Evidence balance and recovery are prominent. The primary goal of awareness building is to educate and reduce stigma, which creates safe spaces, increases help seeking and enables prevention.

RESPONDING

You want the people in your workplace to have practical skills for responding to situations involving mental health problems and illnesses. These modules address specific problems such as depression or anxiety, how to have challenging conversations and how to implement solutions.

COLLABORATING

You want to make your workplace more psychologically healthy and safe. These modules focus on issues such as organizational culture, accommodation and return to work. The National Standard for Psychological Health and Safety in the Workplace is featured. The primary goal of collaborating is to create positive change in workplace culture, inculcate resiliency, and ensure a safe environment for staff, stakeholders, and customers.



MENTAL HEALTH WORKS
ESSENTIALS

WORKPLACE & MENTAL HEALTH

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation is our most basic introduction to workplace mental health. It provides a high-level introduction to Mental Health Works, mental health awareness, responding to some common issues, and the National Standard for Psychological Health and Safety in the Workplace.</p> <p>By the end of this session, participants will be able to:</p> <ul style="list-style-type: none">• Consider mental health as critical to overall health• Understand mental health and common mental health problems• Understand the impact of stigmatizing language and beliefs

MOOD & DEPRESSION

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of how mood impacts work. It takes a particular focus on depression in the workplace and guides participants through the Mental Health Works three-gear method of addressing it.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none">• Consider mental health as critical to overall health• Understand mental health and common mental health problems• Understand the impact of stigmatizing language and beliefs

STRESS & ANXIETY

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of how stress and anxiety might impact work. It takes a particular focus on anxiety in the workplace and guides participants through the Mental Health Works three-gear method of addressing it.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be exposed to an accessible and evidence-based introduction to stress and anxiety • Begin to understand stress and anxiety and the barriers that can be faced in the workplace • Start to understand how to talk openly about anxiety

POST-TRAUMATIC STRESS DISORDER & OPERATIONAL STRESS INJURY

Intended audience:	Those at risk (justice professionals)
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of how post-traumatic stress disorder (PTSD) and operational stress injury (OSI) might impact work. It takes a particular focus on OSIs in the workplace and guides participants through the Mental Health Works three-gear method of addressing it.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be exposed to an accessible and evidence-based introduction to traumatic stress • Begin to see PTSD and OSIs as workplace injuries • Start to understand how to talk openly about traumatic stress

SUBSTANCE USE & ADDICTIONS

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of addictions and substance use concerns. Using the Mental Health Works three-gear method, participants will learn how to identify and talk about substance use in the workplace.</p> <p>By the end of this session, participants will be able to:</p> <ul style="list-style-type: none">• Be exposed to an accessible and evidence-based introduction to addictions• Begin to see substance use concerns and addictions as health concern• Start to understand how to talk openly about substance use

TRAUMATIC STRESS & COMPASSION FATIGUE

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of secondary traumatic stress and compassion fatigue. Using the Mental Health Works three-gear method approach, participants will learn how to begin building resilient workplaces.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none">• Be exposed to an accessible and evidence-based introduction to secondary traumatic stress.• Begin to see the ways in which they can implement protections in the workplace• Start to understand how to talk openly about compassion fatigue

PSYCHOLOGICAL HEALTH & SAFETY

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of psychological health and safety in the workplace. It introduces the National Standard for Psychological Health and Safety in the Workplace, as well as accommodation and return to work involving mental health.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be exposed to the National Standard for Psychological Health and Safety in the Workplace • Begin to see how psychosocial factors impact health and safety at work • Start to understand how accommodation and return to work are applied to mental health

ISOLATION AND LONELINESS

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation provides a high-level overview of how isolation and loneliness affect work, the workplace and our mental health. It focuses specifically on the experience of enforced isolation due to physical distancing measures, and provides concrete tools that can be used to mitigate the stress this causes.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be exposed to an accessible and evidence-based introduction to isolation and loneliness • Begin to see how isolation and loneliness affect mental health and wellness • Start to understand how to talk openly about isolation and loneliness as a workplace

HEALTH ANXIETY

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation is all about how a pandemic can cause intense feelings of anxiety regarding our health and the health of our loved ones and friends. Using evidence-based methods, it will impart skills managers and staff can use in the context of business resumption to mitigate anxiety about returning to the workplace in a latent COVID-19 environment.</p> <p>By the end of this session, participants will be able to:</p> <ul style="list-style-type: none"> • Be exposed to an accessible and evidence-based introduction to anxiety and the pandemic • Understand what to do during business resumption activities • How to have an open conversation about concerns, actions taken to mitigate risk, and how to accommodate vulnerable staff members' mental health concerns

MINDFULNESS AT WORK

Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>This presentation talks about mindfulness, what it is, what we can do to achieve it, and introduces staff to skills that can be used to improve health, wellness and performance. Being more mindful of our thoughts and feelings enables better conversation.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be exposed to an accessible and evidence-based introduction to the practice of mindfulness • Understand what we can do to be grounded • How to develop mindful practices to improve resiliency, and how businesses can create a culture of resiliency within their workplaces <p><i>Note: This session can also be delivered to only leadership, with unique content on 'the mindful leader.'</i></p>

MENTAL HEALTH AND TELEWORK

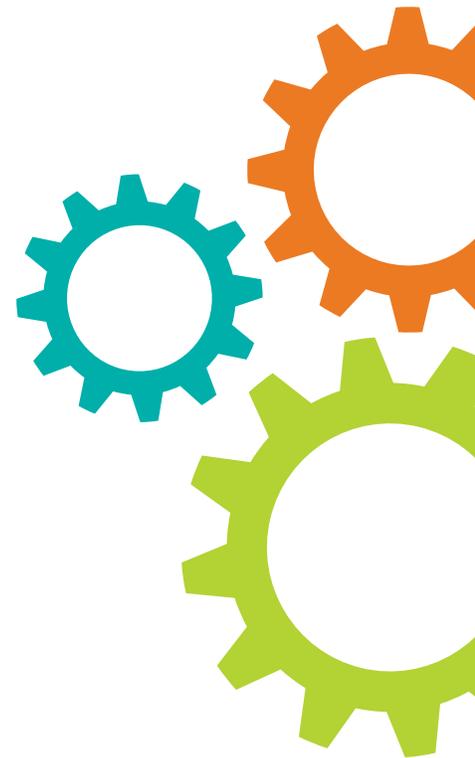
Intended audience:	Everyone
Length:	One hour
Description, objectives and messages:	<p>With telework becoming more common during the COVID-19 pandemic, this session addresses the unique challenges this brings to caring for and about employee mental health. It will provide a high-level overview on how we can build psychologically-healthy and safe workplaces when the place of work is the home.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Introduce concepts of psychological health and safety in a disseminated working environment • Understand how to care for employee mental health in an asynchronous business resumption process • How managers and staff can engage in constructive conversations about their needs when they are not present in the physical workspace

MENTAL HEALTH FOR FRONTLINE STAFF

Intended audience:	Everyone in a health care setting
Length:	One hour
Description, objectives and messages:	<p>This presentation covers the importance of resiliency and how to manage difficult situations and critical events within the health care environment. It will impart a high-level awareness on mental health and the unique challenges health care workers face given the uncertainty, stress, and long hours of their work.</p> <p>By the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be exposed to an accessible and evidence-based introduction to mental health in a health care setting • Begin to understand that resiliency is something we can all train and improve upon • Start to understand how to talk openly about mental health as a workplace

MENTAL HEALTH FOR TELEHEALTH

Intended audience:	Everyone in a health care setting
Length:	One hour
Description, objectives and messages:	<p>This presentation covers those workers whose job it is to speak with clients over the phone or other communications means. Paying particular attention to the increase in workload as it relates to the COVID-19 pandemic, participants will learn how to manage stress, take 'smart breaks,' and ground themselves during difficult working conditions.</p> <p>By the end of this session, participants will be able to:</p> <ul style="list-style-type: none">• Be introduced to mindfulness as a concept• Understand how stress impacts their lives• Know how to manage feelings that arise when speaking with clients on the phone





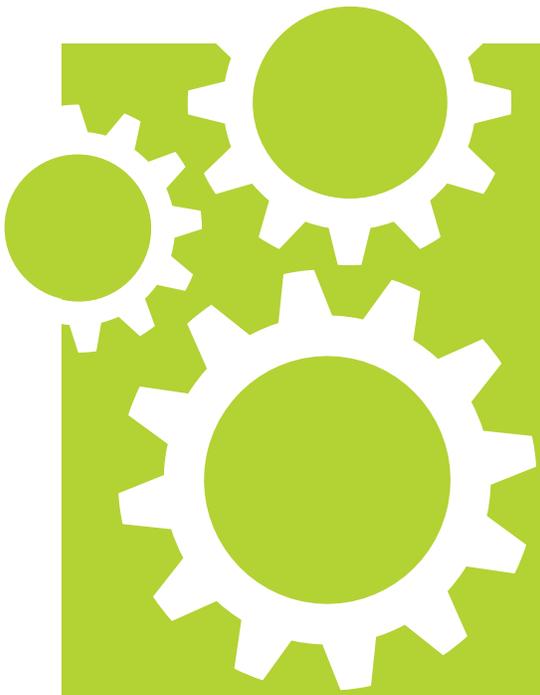
MENTAL HEALTH WORKS
CORE

CORE WORKSHOPS

Core workshops combine essentials modules to provide participants a holistic understanding of mental health and mental illness. These workshops all touch on awareness building, responding skills and collaborative change. Mental Health Works offers a menu of core workshops to choose from, but can also work with organizations on customizable options to suit specific needs.

All workshops discuss the social determinants of health and how mental health fits into the context of overall health, promote positive mental health for all, and effectively reduce the stigma around mental illnesses.

Intended audience:	All staff, supervisors, managers, union representatives
Length:	Six content hours + two 15-minute breaks + 60-minute lunch
Workshop options:	<ul style="list-style-type: none"> • Mental health in the workplace / (<i>Workplace & mental health, Mood & depression, Stress & anxiety, Psychological health & safety</i>) • Return to the workplace / (<i>Health anxiety, Isolation & loneliness, Mindfulness at work, Mental health & telework</i>) • First responders / (<i>Workplace & mental health, Post-traumatic stress disorder & operational stress injury, Traumatic stress & compassion fatigue, Mindfulness at work</i>) • Frontline health care workers / (<i>Mental health for frontline staff, Mental health for telehealth</i>) • Leadership series / (<i>A customizable option that addresses the unique culture of your organization</i>)
Objectives:	<p>By the end of a core workshop, participants will be able to:</p> <ul style="list-style-type: none"> • Acknowledge mental health as an asset to their personal and professional life • Have greater understanding of what mental illnesses are and how they can occur • Have greater comfort in seeking help for themselves and others
Messages:	<p>The content of core workshops is underpinned by the following key messages:</p> <ul style="list-style-type: none"> • There is no health without mental health. • Most mental health problems are common and can be overcome effectively. • Everyone has a role to play in reducing workplace stigma of mental health.



MENTAL HEALTH WORKS
**ADDITIONAL
RESOURCES**

Additional resources

If you'd like to learn more about other mental health supports after a Mental Health Works training, or would just like an introduction to other tools available, check out these additional resources from CMHA Ontario:



Mental Health in the Workplace: An Accommodation Guide for Managers and Staff

Produced by Mental Health Works to help employers and managers understand how to assist a colleague with a mental health concern and appropriately accommodate them in the workplace, this guide outlines key skills employers and managers in Ontario workplaces should have when an employee presents a mental health concern.



Return to the workplace: A psychological toolkit for heading back to work

This toolkit supports employers and employees in navigating the mental health implications of returning to physical workplaces during the COVID-19 pandemic. It provides guidance on how to support the mental health of individuals as they plan safe transitions back into their workplaces and to help employers as they develop policies and procedures for supporting staff returning to the work environment.



BounceBack Ontario

Grounded in cognitive behavioural therapy, BounceBack is a guided self-help program that is a proven, effective way to help people aged 15 and up who may be feeling low, stressed out, worried, depressed, irritable or angry. BounceBack participants receive telephone coaching, skill-building workbooks and online videos to help them overcome mild-to-moderate symptoms and gain new skills to regain positive mental health.



Talk Today

Talk Today is one of the most comprehensive mental health programs for amateur sports in Canada. Originally launched by CMHA Ontario in partnership with the Ontario Hockey League in 2014, Talk Today promotes the mental health of young athletes and spreads awareness about the benefits of positive mental health throughout communities across the country.



Centre for Innovation in Campus Mental Health

Housed at CMHA Ontario, the Centre for Innovation in Campus Mental Health is a partnership project that also involves Colleges Ontario, the Council of Ontario Universities, the Ontario Undergraduate Student Alliance, and the College Student Alliance. It helps Ontario's colleges and universities enhance their capacity to support student mental health and well-being. This initiative also runs Mental Health Works training specific to post-secondary institutions.



BOOK YOUR WORKSHOP TODAY

For more information on Mental Health Works or to book a workshop, contact info@mentalhealthworks.ca, 416-977-5580 ext. 4120, or contact your nearest CMHA branch/division:

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