

## Practice Management Nuggets© Learning Resources Guide

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### Positive Workplace Mental Health

1. Workplace mental health is
  - Voluntary health and safety standard
  - Preventing harm to mental health and promoting psychological well being
  - Videos at [www.HaveThatTalk.ca](http://www.HaveThatTalk.ca)
  
2. Adopting the [National Standard of Canada for Psychological Health and Safety in the Workplace \(the Standard\)](#), can help organizations with:
  - Productivity
  - Financial Performance
  - Risk Management
  - Organizational Recruitment
  - Employee Retention
  
3. CMHA's certified Psychological Health and Safety Advisor Training program will help individuals who are working to improve psychological health and safety in workplaces or implement the Standard.
  
4. 13 Factors that Support Psychological Health and Safety in the Workplace
  - Organizational Culture

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- Psychological and Social Support
- Clear Leadership & Expectations
- Civility & Respect
- Psychological Demands
- Growth & Development
- Recognition & Reward
- Involvement & Influence
- Workload Management
- Engagement
- Balance
- Psychological Protection
- Protection of Physical Safety

From: Mental Health Commission of Canada (MHCC)

### 5. Workplace Mental Health Leadership Framework

- Corporate Social Responsibility
- Cost Effectiveness
- Risk Management
- Recruitment and Retention

Source: Mental Health Commission of Canada. A Leadership Framework For Advancing Workplace Mental Health; <http://www.mhccleadership.ca/>

Download the assessment here: [www.InformationManagers.ca/Team-Engagement](http://www.InformationManagers.ca/Team-Engagement)

[www.InformationManagers.ca/  
Team-Engagement](http://www.InformationManagers.ca/Team-Engagement)

*Team Engagement Assessment*



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### More Totally Amazing Resources!

- - [www.mentalhealthcommission.ca/NationalStandard](http://www.mentalhealthcommission.ca/NationalStandard)

This is one of the best starting points to learn what you need to know about **The National Standard of Canada For Psychological Health and Safety in the Workplace.**

- - [www.cmha.ca](http://www.cmha.ca)

The **Canadian Mental Health Association of Canada** and its Regional Divisions are very actively involved in the changing face of mental health and mental illness in the workplace. Not only does CMHA offer the Canadian Mental Health Association Certified Psychological Health and Safety Advisor Training, but they also offer a myriad of other training programs and services in hundreds of communities across Canada. CMHA is the national leader and champion for mental health

See the new training dates here: <https://alberta.cmha.ca/programs-services/psychological-health-and-safety-adviser-training/>

- - [www.workplacestrategiesformentalhealth.com](http://www.workplacestrategiesformentalhealth.com)

I cannot say enough great things about this project, **Great-West Life Centre for Mental Health in the Workplace.** There's no doubt in my mind that The Centre is THE leading source of free, practical tool and resources to help employers with the prevention, intervention and management of workplace mental health. The Centre played a key role alongside Mental Health Commission of Canada ( MHCC ) and others in developing the voluntary National Standard of Canada for Psychological Health and Safety in the Workplace.

- - [www.guardianmindsatwork.ca](http://www.guardianmindsatwork.ca)

The **Canadian Centre for Occupational Health and Safety**, through Guardian Minds @ Work is yet another excellent resource packed with free resources. I really like the way this website spells out the 13 Factors for Psychological Health and Safety in the Workplace.

- - [www.havethattalk.ca](http://www.havethattalk.ca)

This **Ottawa Public Health** website wonderfully presents short videos on the 13 Factors for Psychological Health and Safety in the Workplace!!

- [www.MentalHealthCommission.ca/National-Standards](http://www.MentalHealthCommission.ca/National-Standards)

- [www.WorkplaceStrategiesForMentalHealth.com](http://www.WorkplaceStrategiesForMentalHealth.com)

- January 31st is **Bell Let's Talk Day** – Mental Health Affects Us All.  
[www.letstalk.bell.ca/en/bell-lets-talk-day](http://www.letstalk.bell.ca/en/bell-lets-talk-day)



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