



Mental health is an important aspect of our overall health. By promoting healthy and safe workplaces we can help support our team, create a productive work environment and respond constructively to stressful situations.

DESCRIBE the Hazards

Everyone experiences stress, whether from family or relationship or medical concerns, for example. Our industry includes additional risk factors such as long working hours, stressful work environments, and sedentary positions (which can impact office workers, drivers and equipment operators). Stress, whether from work or other sources, can be visible in many ways including:

- ◆ Inattentiveness or inability to concentrate
- ◆ Decreased motivation
- ◆ Isolation
- ◆ Feelings of overreactive anger, or sadness or depression
- ◆ Excessive worry or fear or guilt
- ◆ Extreme mood fluctuations

Additional, serious implications of stress include:

- ◆ Sleep disorders
- ◆ Burnout
- ◆ Physical health concerns such as obesity
- ◆ Drug and alcohol use

We can't eliminate stress, but we can manage stress with healthier methods. Our industry culture may make it seem difficult to seek help - we can all help reduce the stigma and ensure everyone knows it's OK to ask for help.

DISCUSS Control Measures

Managing overall health can help

support mental health. The following can help improve overall health.

- ◆ Healthy eating: switch out junk food for healthy options (planning healthy meals in advance can help)
- ◆ Regular exercise: even if your work keeps you active, proper stretching, and cardio are important to maintaining good mobility, balance and long-term health
- ◆ Sleep: reduce caffeine intake and moderate phone use late at night
- ◆ Nature: many of us got into this industry because we love being outside. We also know that nature provides overall health benefits. Take a walk and enjoy the outdoors
- ◆ Create a good work-life balance (moderation is key)

As a co-worker, employee, or supervisor you can help create a positive, supportive workplace.

- ◆ Be kind and respectful
- ◆ Offer encouragement, allow feedback, and provide constructive feedback
- ◆ Stand up for those being bullied or harassed
- ◆ One of the best things we can do is listen without judging. We aren't experts or doctors but there are professionals who are available to help
- ◆ Consider adding to your tailboard a self-assessment to ensure there are no underlying issues (ie. lack of sleep, injury, etc.) that will keep you from performing the job safely
- ◆ Ensure your team knows it's OK to ask for help. See some support services here:
 - Call 2-1-1 in Ontario to be connected to mental health services
 - CAMH camh.ca offers a mental health toolkit and links to services
 - ConnexOntario provides

community mental health and addiction services 866-531-2600 or access the website for a live chat.

- Canada Suicide Crisis Helpline - call or text 988.

DEMONSTRATE Knowledge

- ◆ Review your workplace mental health and violence & harassment policy
- ◆ Discuss healthy ways to reduce and manage stress
- ◆ Show that you know how to recognize signs of stress
- ◆ Show that you know where to find resources

Date: _____

Location: _____

Presenter: _____

MEETING WAS ATTENDED BY
(Each participant is to sign below)
