

Our People
Strategy
Webinar

“Let’s Talk Mental Health” Resource Guide

In this resource guide, you will find information and resources to support your mental health.



AHS’ Commitment to Psychological Health & Safety

AHS has committed to align to the [CSA standards on Psychological Health & Safety](#). This is a voluntary standard that specifies organizational requirements to create and support psychological health and safety in the workplace. It starts with protecting one another from psychological harm and creating an environment where we can bring our full selves to work.

Last year, after extensive consultation with staff, the Joint Workplace Health & Safety Committees and Frontline Leaders, the AHS Psychological Health & Safety Steering Committee (PHSSC) developed the 2020-2023 action plan.

This plan focuses on three main areas:

1. Creating psychologically healthy and safe work environments. This work looks at aligning with the CSA standard, developing an organizational statement, adhering to best practices and measuring change.
2. Engaging and empowering our people to create and maintain psychologically healthy and safe workplaces. This includes ongoing engagement of our workforce through a new community of practice.
3. Providing a robust set of supports and resources for you and your coworkers to build resiliency, maintain mental health & create psychologically healthy and safe workplaces.



Webinar- Let's Talk Mental Health

The full webinar recording is available on [Our People Strategy Insite Page](#).

Hosted by Sean Chilton, Vice President, People, Health Professions and Information Technology—

Our People Strategy hosted a webinar on April 29, 2021 called “Let's Talk Mental Health”.

The webinar shared:

- The focus of the webinar was mental health, which can take many different forms, and vary from person to person.
- Powerful personal experiences with mental health.
- The impact of COVID-19 on our mental health.
- Shared ways to support one another.
- Talked about what AHS is doing to support mental health and psychological safety in AHS.



Webinar Presenters



Dr. Jennifer Williams
Medical Representative,
South Sector
Diversity and Wellness.
Clinical Gastroenterologist,
Calgary Zone

Be an upstander. Be the change you want to see.

Recommended resource:
[TED Talk- Why being respectful to your coworkers is good for business - Christine Porath](#)



Sandra Bay
Registered Nurse

I share my story to take the stigma out of addiction and mental health. I felt so alone and ashamed and if I knew there was a way out, maybe I would have asked for help earlier. We need to try and recognize the signs in ourselves and others and I hope my story will help others and give hope.

Recommended resource:
[“The Unexpected Joy of Being Sober” by Catherine Gray](#)

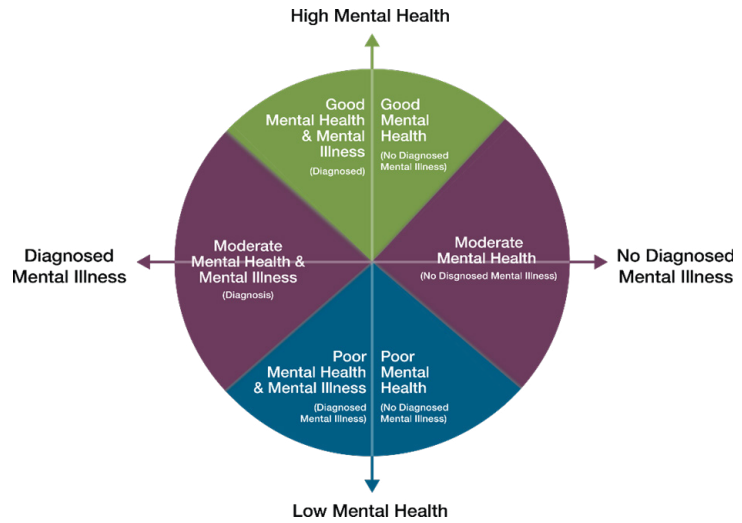


What is mental health?

It is a form of wellbeing that allows individuals to handle normal stresses, be productive and contribute to their communities through realizing their own abilities.

Mental Health Fluctuates

We all have mental health. How you feel may vary from day-to-day and can be thought of on a **spectrum** of good, moderate and poor mental health. You can have good mental health and also be diagnosed with a mental illness. Like physical health, it is important to notice when you're not feeling well and get support.



Supporting mental health

"We are all in this together"

Something we all have in common is that we could all use a little more self-compassion right now! Check out this Change the Conversation for some tips on how to show self-compassion and support those around you.

[Change the Conversation - Self Compassion](#)

Look after you!

It's the simple things that sometimes can make a huge difference. Don't forget to breathe, move, and sleep.

[Awareness of Breath - Mindful moments activity](#)

[Self-care Tactics](#)

[Self-care as a Leadership Priority](#)

For more info on mental health support go to [Not Myself Today](#) and create an account using access code **JLSLLR**.

Keeping our workplace safe

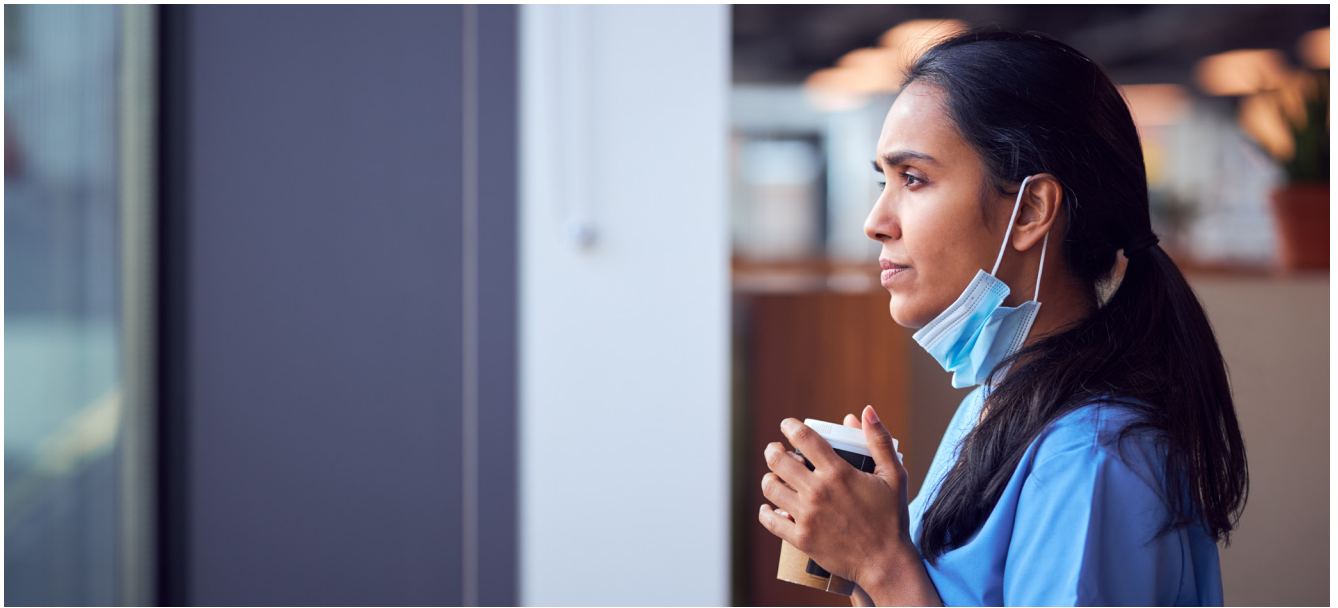
We all want to work in a Psychologically Safe and Healthy Workplace. Here are some resources with lots of information on how to achieve this.

- [Psychological Safety Workforce Toolkit](#)
- [Worker-to-Worker Behaviour Continuum](#)
- [Resources to Support Mental Health](#)



Check out this new course on Supporting Mental Health in the Workplace.

[CLICK HERE](#)



Ten tips on how to de-stress at work

Keep this list handy for yourself and others. When you start feeling the crunch, there are lots of ways to make things a little more manageable and keep your stress in check.

1 PUT ON MUSIC

Pop your headphones on and play something soothing or energizing.

2 TAKE A FEW DEEP BREATHS THROUGH YOUR NOSE

Extra oxygen relieves built-up stress and tension.

3 FIND SUPPORT FROM YOUR COWORKERS

If you are feeling overwhelmed, stressed or need help, chat with coworkers or talk to your manager to find productive solutions.

4 MEDITATE

It's amazing how a few minutes of quiet time and mindfulness can help.

5 STEP AWAY

Sometimes a quick change of scenery can put things into perspective.

6 KEEP A TO-DO LIST

Prioritize and cross things off your list as you accomplish them. Seeing progress will keep you motivated.

7 LAUGH

Watch a quick video, message a friend, or talk to a coworker. Sometimes a smile and a little laughter can reset your mood.

8 DO A SPACE MAKEOVER

Anything from cleaning to adding a picture frame and some drawer organizers.

9 GO FOR A WALK

Heading outside for some fresh air will clear your head and boost endorphins which help alleviate stress.

10 NOTICE THE POSITIVE

Keep track of good things that happen – a successful project or a few kind words. Little things can boost your mood and help keep any negativity in check.

“

“Vulnerability sounds like truth and feels like courage. Truth and courage aren't always comfortable, but they're never weakness.”

Brené Brown



“When you recover or discover something that nourishes your soul and brings joy, care enough about yourself to make room for it in your life.”

Jean Shinoda Bolen

If you are interested in joining AHS' upcoming Psychological Health & Safety Community of Practice, please email:

Change.TheConversation@ahs.ca



What can I do to help others?

Here's some information with practical tips on how we can support others.

- How do I support someone who may be struggling?
- Change the Conversation - Supporting Someone with Anxiety
- What is Privilege?
- Privilege vs. Oppression

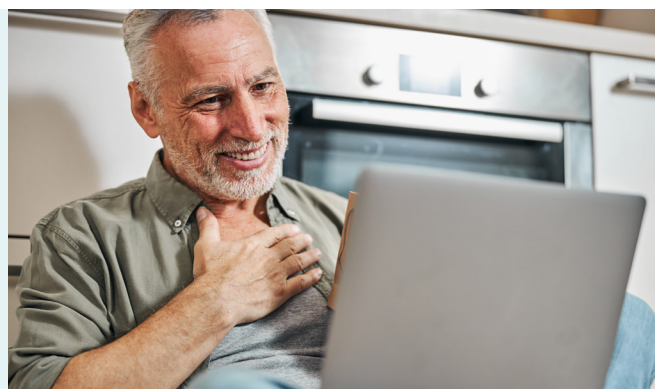


Say thanks

Gratitude is the feeling or quality of being thankful, a readiness to show appreciation for and return a kindness. Everyone likes to feel appreciated. Take a moment and send an e-card to a colleague.

[CLICK HERE >](#)

to send an e-card



Resist the 'Simmelweis Reflex'

Be an upstander!



Who do you want to be when you show up at work every day?

It is important that we avoid the **Simmelweis reflex** and be an upstander. An upstander is a person who is present at an event who speaks up and intervenes in support of the recipient of the negative or discriminatory behaviour. **Be an upstander!**

'The world will not be destroyed by those that do evil, but by those who watch them without doing anything' - A. Einstein -

Reducing Stigma

- What is stigma? It is attitudes or beliefs that negatively label a group of people, including those with mental illness. Stigma spreads fear and misinformation, which can result in discrimination and may discourage individuals from seeking the assistance needed.



- Certain types of words or phrases are hurtful and can actually worsen, rather than improve, the dialogue surrounding mental health and mental illness.
- Review the **Language Do's and Don't** for tips on how you can shift the language you use and break down stigma.
- Everyone has mental health and there is no shame in it! Let's be supportive! Learn more:
- [Change the Conversation - Mental Health Stigma](#)
- [YouTube Video on Stigma](#)

"I am so burnt out"

You are not alone. In our always-on-world, burnout is becoming rampant. The majority of drivers are at the work unit/system level.

Top six causes of burnout:

1. Unsustainable workload
2. Perceived lack of control
3. Insufficient rewards for effort
4. Lack of a supportive community
5. Lack of fairness
6. Mismatched values and skills

While there's no quick fix to burnout issues, we need to start small with modest practical steps, working toward collective change. We all have an important role in improving this.

Learn more:

- [Beyond Burned Out](#)
- [Change the Conversation - Burnout & Compassion Fatigue](#)

Invest In Yourself

There are a number of valuable seminars and learning opportunities on MyLearningLink and from our Employee and Family Assistance Program (EFAP) provider to help you stay healthy. Click [here](#) to see the full library of available courses. Some examples include:

- Strategies for Managing Stress
- The Art of Relaxation
- The Journey to Wellness: One Step at a Time
- Making Shiftwork Work for You

EFAP has you covered with a full suite of e-learning courses where you can learn at your own pace and on your own schedule. [EFAP E-Learning](#)

EFAP provides so many services! Did you know that EFAP offers assistance for some many of the things that can cause us extra stress? Click here for a full list - [EFAP Resources](#). Here's just a few examples.

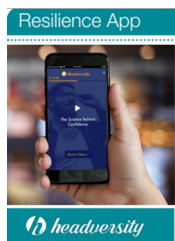
- Financial coaching
- Nutritional coaching
- Relationship support
- Shift worker support

[Visit Employee & Family Assistance Program](#)

EFAP Resilience App

Check out the newly released app from EFAP.

It offers a personalized experience and learning track focused on building skills to proactively build your mental health. Follow the directions [here](#) to get started. Use the code AHSHWH.



Learn More

Podcasts that talk about mental health –

- [Unleash Results - Psychological Safety and High Performance with Amy Edmondson](#)
- [A Way Out - AA Speaker Meeting - Stories of struggles with addiction](#)

AHS Our People Podcasts –

- [Psychological Health & Safety](#)
- [Meditation & Mindfulness](#)

Videos about mental health –

- [Advancing Psychological Health and Safety for Health-Care Workers by the Mental Health Commission of Canada](#)
- [How to build \(and Rebuild\) Trust by Frances Frei](#)

Are you a reader? Here's some great books to learn more about supporting mental health –

- [The Body Keeps the Score](#) by Bessel van der Kolk, M.D.
- [The Mind-Gut Connection](#) by Emeran Mayer, MD
- [This Too Shall Pass](#) by Julia Samuel
- [The Happiness Equation](#) by Neil Pasricha
- [The Fearless Organization](#) by Amy C. Edmondson
- [Dare to Lead](#) by Brené Brown

Visit www.ahs.ca/helpintoughtimes for a comprehensive list of resources.