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Training to Promote Psychological Health and Safety

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October 26, 2016, 12:00 - 1:00 p.m. ET

#WorkplaceMH

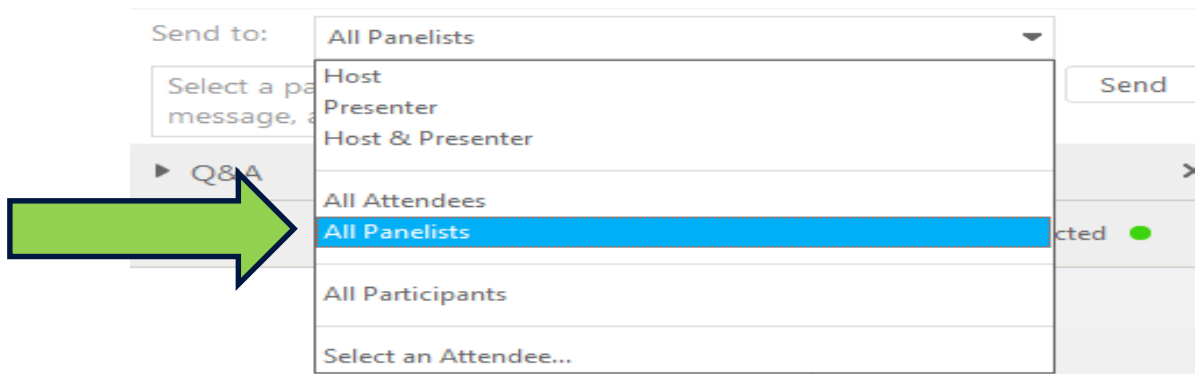
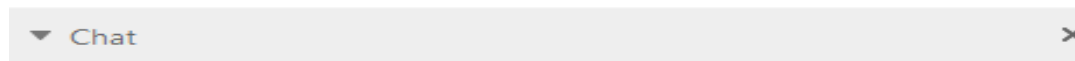
 @MHCC_  /theMHCC  /Mental Health Commission of Canada
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Important! Send questions/comments to
'All Panelists'



@mhcc_ #workplaceMH #StandardCda

Presenters



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Province of Nova Scotia



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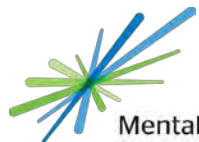
Supporting Workplace Mental Health



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Mental Health First Aid Canada
Premiers soins en santé mentale

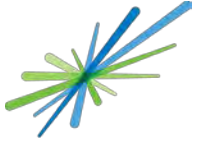


Mental Health First Aid: Supporting Workplace Mental Health



Overview

- What is Mental Health First Aid (MHFA)?
- Why is MHFA relevant to the workplace?
- How can you bring MHFA to your workplace?

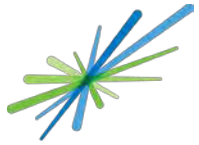


If I sprain my ankle, chances are you'll know what to do.
If I have a panic attack, chances are you won't.

Mental Health First Aid is the help that can be provided to a person developing a mental health problem, or experiencing a mental health crisis

The ability to start conversations, provide encouragement, and steer toward appropriate resources



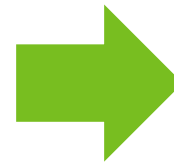


Why MHFA?

Many people are not well informed, and often don't know how to respond

There is stigma associated with mental health problems

Professional help is not always on hand; not everyone with a mental health problem seeks treatment



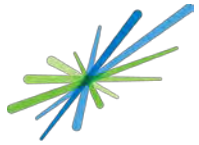
Training Outcomes

Increased ability to recognize signs and symptoms

Stigma decreased

Helping behaviour increased





Aims of First Aid

Physical vs. Mental Health

Physical First Aid

Preserve life

Stop injury or illness
from getting worse

Promote healing

Provide comfort to the
ill or injured

Mental Health First Aid

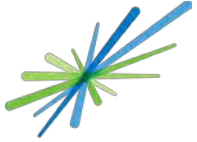
Preserve life if a person may
be a danger to themselves

Provide help to prevent the
mental health problem from
getting worse

Promote the recovery of
mental health and wellness

Provide comfort to the
person going through a
mental health challenge





Course Content



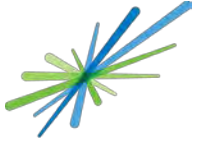
Day One

- Mental Health and Mental Health Problems
- Substance-related Disorders
- Mood Disorders

Day Two

- Anxiety and Trauma-related Disorders
- Psychotic Disorders

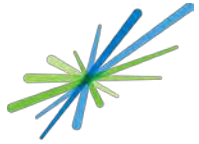




ALGEE

- Assess the risk of suicide, and/or harm
- Listen non-judgmentally
- Give reassurance and information
- Encourage the person to get appropriate professional help
- Encourage other supports

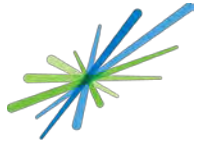




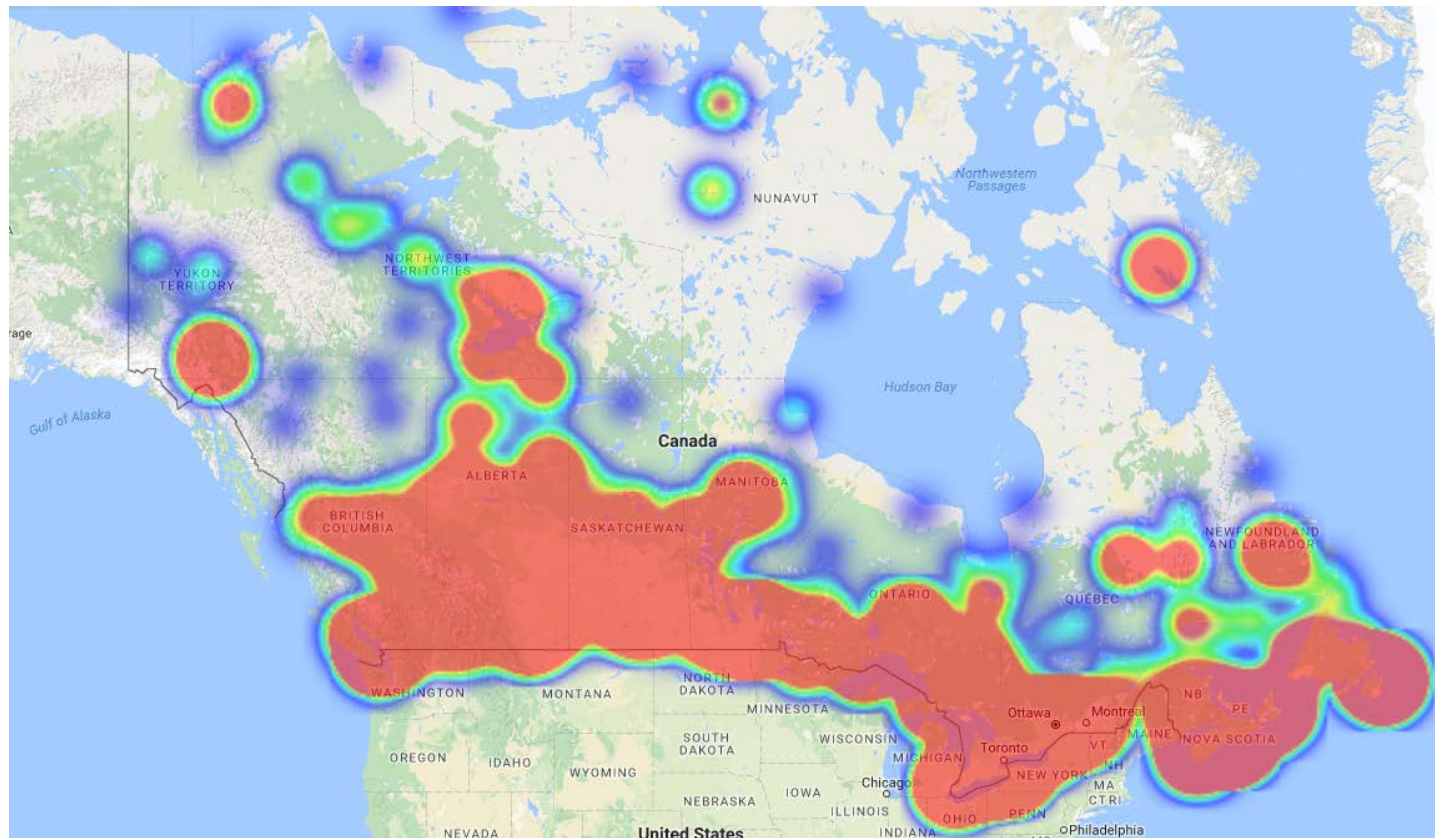
Mental Health First Aid does not train people to become counselors or therapists.

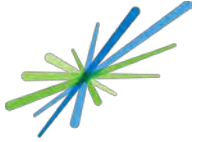
Intended audience = **EVERYONE**





Mental Health First Aid Training in Canada

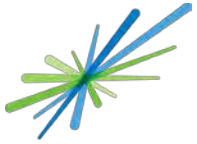




How do I take Mental Health First Aid?

1. Organize a course for your workplace
2. Attend a public course
3. Contact a MHFA trained instructor in your area to deliver the course
4. Consider training members of your team to be MHFA instructors (to meet ongoing training needs)

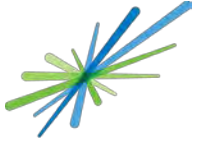




Becoming an Instructor

- Experience in the field of mental health and mental illness
- Good knowledge of mental disorders and their treatment
- Experience delivering training/teaching effectively to adult learners
- Experience in networking with community partners
- Knowledge of the range of mental health services
- Good interpersonal and communication skills
- Positive attitudes towards people with mental health problems
- Enthusiasm to reduce stigma/discrimination associated with mental illness





Mental Health First Aid

List of **Public Courses**

Website: www.mhfa.ca

To Organize a **Course for your Workplace**

Email: mhfa@mentalhealthcommission.ca

Telephone: 1-866-989-3985





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The Working Mind (TWM)

Susan Mercer MSW,RSW

Opening Minds, MHCC

 @MHCC_  /theMHCC

 @theMHCC  /1MHCC  /Mental Health Commission of Canada

Department of National Defence

R2MR

Program developed by DND as a way to increase the resiliency and mental health of those going to combat

- MHCM has its roots with Lt. Col. Stéphane Grenier and the US Marines
- Big 4 from US Navy
- Strong evidence base

Adapted to various police services and civilian workplace organizations across Canada

- R2MR for first responders
- The Working Mind





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Main Components

Education-based prevention program :

- Anti-stigma module and evidence-based content
 - Video-based contact, myth busting, facts, etc.
- “Big 4” skills (SMART goal setting, mental rehearsal, positive self-talk, diaphragmatic breathing)
- Mental Health Continuum Model

Objectives

- Reduce the stigma of mental illness
- Promote mental health in the workplace
- Reconceptualize how people think and talk about mental health and mental illness
- Help people identify poor mental health in themselves and others
- Teach coping skills to manage stress and poor mental health, and increase resiliency
- Create a more supportive environment for all

Stigma

Between 50%-66% won't seek help

...Stigma is one of the largest barriers to help-seeking

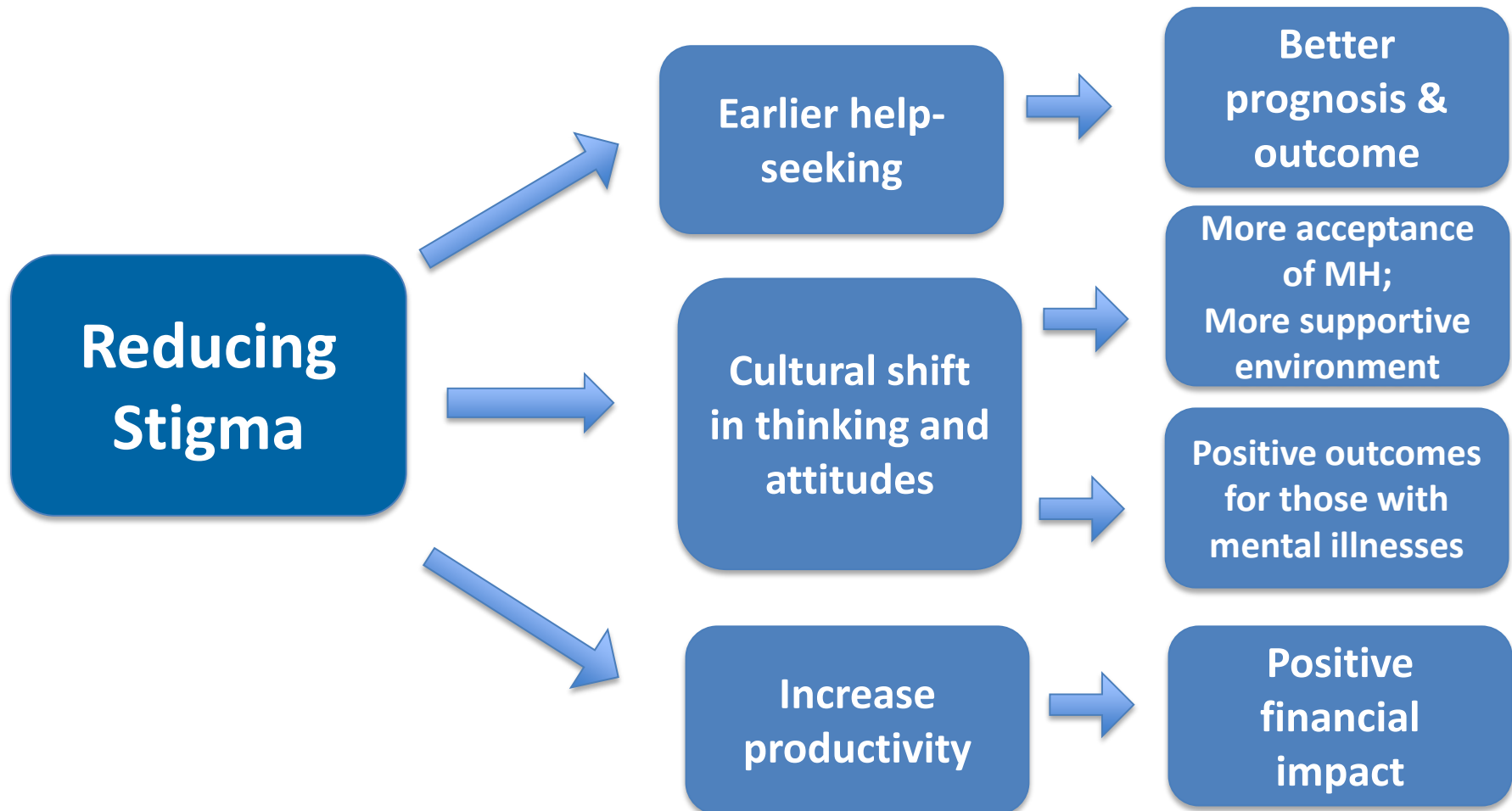




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The Importance of Stigma Reduction





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Perceptions of Mental Health and Mental Illness

HEALTHY

ILL

Mental health

Diagnosable
mental illness

Normal
functioning

Severe and
persistent
functional
impairment

Recovery from
mental illness





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Mental Health Continuum Model

1) Moves from good to poor mental health along a gradient

3) Eliminates the need for stigmatizing labels and non-professionals diagnosing



functional
impairment

2) Emphasizes the possibility to back and forth along the continuum

4) Each phase outlines signs and indicators for self-assessment



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BIG



SMART Goal Setting

Mental Rehearsal

Positive Self-talk

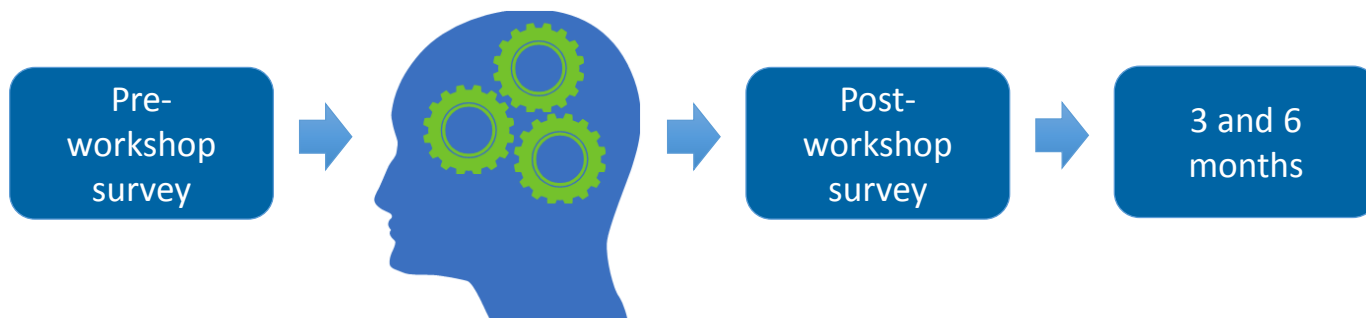
Diaphragmatic Breathing



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The Working Mind (TWM)



Quantitative Results

- Significant ↓ in stigmatizing attitudes in managers, significant ↓ in employees (pre to post) (majority of gains retained at 3 month follow-up)
- Significant ↑ in resiliency skills (i.e., perceptions of ability to be resilient) (pre to post)
- Significant ↑ in overall resiliency and mental health and wellbeing (pre to 3 month follow-up)



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Preliminary Evaluation Results

Qualitative Results for R2MR & TWM

Reduced stigma;
more aware &
understanding:

*"I liked that the
workshop dispelled
myths & common
misconceptions"*

*"An eye-opening
experience"*

Practical skills;
more equipped to
address MH:

*"How to identify
continuum in
personal life"*

*"Relevant to real life
work and personal
situations"*

Workshops well
received:

- Excellent videos of people with lived experience
- Interactive
- Well presented, interesting, engaging, enjoyable



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Statistics (as of August 2016)

- Number of people trained in TWM to date – 6300
 - Of which, there are 149 trainers
- Number of people trained in R2MR to date – 26, 000
 - Of which, there are 597 trainers

How do I take The Working Mind?

1. Organize a course for your workplace
2. Attend a public course ***NEW! in 2017***
3. Consider training members of your team to be TWM trainers (to meet ongoing training needs)



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Becoming a Trainer for Your Workplace

- Demonstrated interest in mental health and well-being and sense of commitment to the cause of reducing stigma
- Advanced facilitations skills
- Effective communication and interpersonal skills
- Experience in the organization and/or knowledge/understanding/awareness of the nature of workplace issues related to mental illness that might emerge in the organization
- Found to be trustworthy and respected by their peers as both an informal and/or formal leader



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The Working Mind

To bring The Working Mind to your workplace

Email: theworkingmind@mentalhealthcommission.ca



TWM and MHFA

The experience of the
Province of Nova Scotia

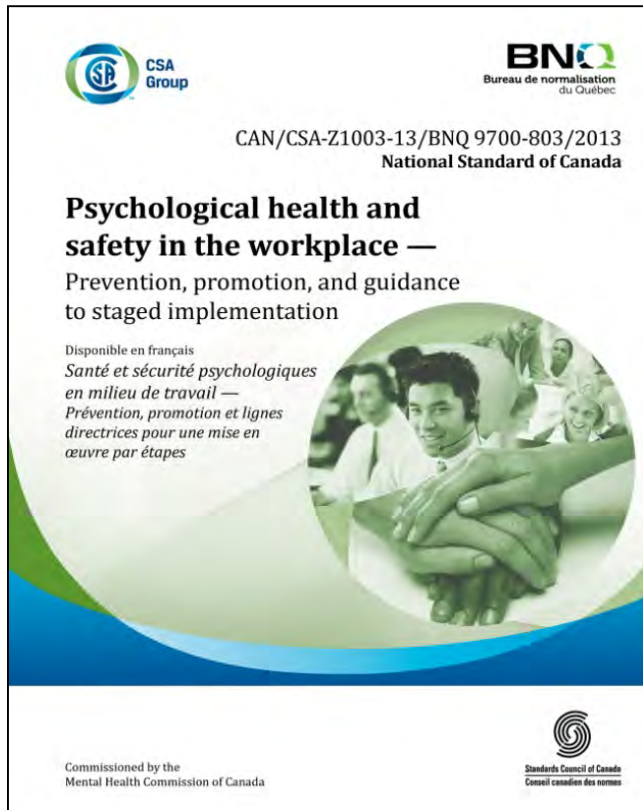
Who We Are



- 10,000 + employees, Union and Non-union
- Regional and urban offices
- Provision of public services

Respect • Integrity • Diversity • Accountability • The Public Good

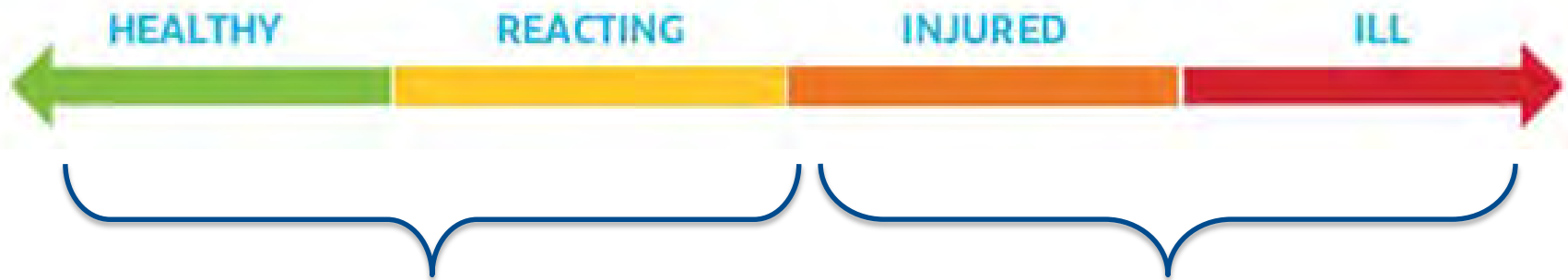
Mental Health Literacy



How does
The Standard
apply to me?
I don't have
a mental
illness.

What We Did and Why

MENTAL HEALTH CONTINUUM MODEL



The Working Mind



How We Did It

The Working Mind



Top Down Support
and Roll-out

Incorporation in OHS
Departmental Programming and
Corporate resources

- 4 Master Trainers
- 30 trainers in 18 Departments
- 2200+ participants to date

Benefits: $1 + 1 = >2$



Comprehensive education



Common understanding



Contributes to culture shift



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Questions



Resources

Mental Health Literacy Training

Mental Health First Aid

www.mentalhealthfirstaid.ca

Police agencies in the United States to train 100% of sworn officers and support staff in Mental Health First Aid
<http://www.behavioral.net/article/policy/police-association-pledges-mental-health-first-aid-training>

Rhode Island Police use Mental Health First Aid training to deescalate a crisis

<http://thehill.com/blogs/congress-blog/healthcare/296905-a-better-way-to-police>

The Working Mind

www.mentalhealthcommission.ca/English/initiatives/11893/working-mind

The Road to Mental Readiness (R2MR) Backgrounder

www.mentalhealthcommission.ca/English/media/3678

For more information about R2MR:

R2M2@mentalhealthcommission.ca

National Standard

National Standard for Psychological Health and Safety in the Workplace

www.mentalhealthcommission.ca/English/national-standard

Assembling the Pieces - An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace

www.mentalhealthcommission.ca/English/national-standard



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Next Workplace Webinar

November 30, 2016 at noon ET

To watch our past webinars, visit our website at:
www.mentalhealthcommission.ca/English/workinar





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How did we do?

Please fill out the survey
that opens **after** you leave
the webinar



Thank you



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Contact us: info@mentalhealthcommission.ca

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