

# MHFA at Work Transform Workshop

## Pre-work Guide

Welcome to the Mental Health First Aid (MHFA) at Work Transform Workshop. We look forward to spending time with you, applying what you have learned from Mental Health First Aid and creating an Action Plan to foster a positive mental health culture in your organization.

Because we have a lot to cover in a short period of time and understand that your time is valuable, we'd like you to do some pre-work.

### ☐ **Step 1: Please locate your organization-wide policies, procedures, initiatives, and practices.**

- Places to look include your organization's:
  - Employee Handbook.
  - Employee Benefits Guide.
  - Existing programs to prevent sexual harassment, discrimination, workplace violence, and bullying/incivility.
  - Safety/ergonomics practices.
  - Efforts to promote diversity, equity, and inclusion.
- Review them and make note of any that support employees experiencing mental health and substance use challenges or that are related to promoting mental wellbeing.
- Bring these mental health and wellbeing-related policies, procedures, initiatives, and practices to the workshop in either print or digital format so you that can access them during the workshop.

### ☐ **Step 2: Please read the following information and consider its relevance to your workplace.**

Workplace stressors, such as insufficient social support, long working hours, and unclear management and work roles, are shown by research to have a negative impact on employees' mental wellbeing and work performance. However, the stigma that still exists about mental health challenges often makes it difficult for organizations to gauge the mental health needs of their employees.

Recent research also suggests that, for nearly 70% of employees, their manager's impact on their mental health is equal to the impact of their partner. Moreover, a third of employees say their manager doesn't recognize the impact they have on their employees' wellbeing. (Brower, 2023). This underscores the critical role managers play in fostering a mentally healthy workplace.

To address these challenges, several best practices that support mental health in the workplace have been identified, including:

- An organizational culture that strongly supports employee mental health.
- Robust health benefits that provide affordable access to a broad range of mental health services.

- Employer-sponsored mental health resources that promote the destigmatization of mental health help-seeking, such as stress management programs and mental health training.
- Policies and practices that prevent and address discrimination, harassment, bullying/incivility, and other toxic work behaviors.
- A healthy work environment that provides opportunities for social connectedness and self-care.
- Consistent and open leadership support of workplace mental health efforts. (Wu, 2021).

By implementing supportive policies, procedures, initiatives, and practices, and by listening and demonstrating empathy, leaders can make a significant, positive impact on mental wellbeing in their workplace.

### References

Brower, T. (2023, January 29). Managers have major impact on mental health: how to lead for wellbeing. Forbes. <https://www.forbes.com/sites/tracybrower/2023/01/29/managers-have-major-impact-on-mental-health-how-to-lead-for-wellbeing/?sh=2456ec352ec1>

Wu, A., Roemer, E.C., Kent, K.B., Ballard, D.W., Goetzel, R.Z. (2021, December 1). Organizational best practices supporting mental health in the workplace. Journal of Occupational and Environmental Medicine, (63)12: e925-e931. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8631150/>

Thank you for your interest in improving the mental wellbeing culture in your organization. We're looking forward to seeing you at the workshop.