

Addressing Workplace Mental Health: Basic Skills for Managers

Length	6 hours, delivered in one day or two consecutive half-days
Audience	Front-line and middle managers, supervisors, team leads, human resources consultants

General program description

As a primary cause of disability, mental illness is second only to heart disease. Employers have a unique opportunity to identify, intervene, and prevent mental health issues in their organizations by equipping managers with communication skills and effective tools.

In this 6-hour workshop, managers and supervisors will learn and apply effective approaches and techniques to use when employees are struggling at work. Through facilitated discussions and interactive experiences, participants raise their awareness, deepen their understanding and learn practical tools and approaches to address the complex issues of mental illness and mental health in the workplace. They learn how to apply useful techniques for more effective conversations and lasting solutions to performance problems and accommodation situations with employees who have mental health issues.

Learning objectives

Participants in this interactive workshop will:

- Recognize possible signs that an employee's mental health is deteriorating which enables early intervention and treatment
- Question their own and others' attitudes and assumptions about employees who are having performance issues
- Acknowledge the impact of the manager's and co-workers' attitudes and responses on the employee who is struggling
- Consider employee behavior from a needs perspective



- Gain valuable insight from contact with productive employees who live with a mental illness through videos of real people sharing their stories
- Practice effective listening skills to gain insight into employee needs and support success at work
- Examine specific risk factors and protective factors in the work setting that impact the psychological health and safety for all employees, particularly those who are facing mental health challenges
- Understand and apply the Wellness Works approach to help employees find solutions to workplace issues through a collaborative process that actively engages the employee who is struggling
- Identify action items to insure effective accommodation in the workplace and increase success with return to work
- Learn how to improve psychological health and safety in the workplace to create an inclusive organizational culture that benefits everyone

Managers play a critical role in the health and performance of employees. *Addressing Workplace Mental Health* helps equip managers with the critical knowledge and appropriate skills they require to address mental health issues in the workplace, so they can be an effective resource that benefits individuals, families, and organizations.

For information on bringing
Wellness Works to your organization,
please contact us at
info@WellnessWorksMentalHealth.org
or 916-557-1167