

Commission de la santé mentale du Canada

## Mental Health Continuum Model

**HEALTHY** REACTING **INJURED** 

# THE WORKING MIND™

Workplace Mental Health and Wellness

#### Normal fluctuations in mood

- Normal sleep patterns
- Physically well. full of energy
- Consistent performance
- Socially active
- No trouble/impact due to substance use

### Signs and indicators

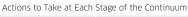
- Nervousness, irritability. sadness
- Trouble sleeping Tired/low energy, muscle
- tension, headaches
- Procrastination
- Decreased social activity Limited to some trouble/
  - impact due to substance LISE

- Anxiety, anger, pervasive sadness, hopelessness
- Restless or disturbed. sleen Fatigue, aches and pains
- Decreased performance. presenteeism

Social avoidance

- or withdrawal
- Increased trouble/impact due to substance use

- Excessive anxiety, easily enraged, depressed
- Suicidal thoughts and intentions Unable to fall or stav
- asleep Exhaustion, physical
- illness Unable to perform duties.
- absenteeism Isolation, avoiding
- social events Dependence





- Break problems into manageable chunks
- Identify and nurture support systems
- Maintain healthy lifestyle

- Recognize limits
- Get adequate rest. food, and exercise
- Engage in healthy coping strategies
- Identify and minimize stressors

- Identify and understand own signs of distress
- Talk with someone
- Seek help Seek social support
- instead of withdrawing
- Seek consultation as needed
- Follow health care provider recommendations
- Regain physical
- and mental health



#### RESOURCES

If you are concerned about signs of stress in yourself or a buddy, get it checked out. Resources include:

- Family and friends
- · Colleagues, managers and human resources
- ▶ Employee and Family Assistance Program
- Family Doctor and other healthcare providers
- Community resources
- · Insured or private services, including psychologists

Special acknowledgment made to the staff at the Department of National Defence and the Calgary Police Service for their collaboration in the development of this program.

theworkingmind@mentalhealthcommission.ca www.theworkingmind.ca

- www.theworkingmind.ca
- /TWM.Canada
- /TWM Canada

Production of this brochure has been made possible through a financial contribution from Health Canada. The views expressed herein represent the views of the Mental Health Commission of Canada

# The Big Four Strategies

SMART GOAL SETTING	VISUALIZATION	POSITIVE SELF TALK	DIAPHRAGMATIC BREATHING
Specific: your behaviour  Measurable: see progress  Attainable: challenging and realistic  Relevant: want it or need it  Time-bound: set finish time	Be calm and relaxed     Use all senses     See positive mental images     Keep it simple     Use movement	Become aware of self-talk  Stop the negative messages  Replace with positive  Practice thought stopping: "I can do this." "I am trained and ready." "I will focus on what I can do."	Rule of 4: Inhale to count of 4 Exhale for count of 4 Practice for 4 minutes Breathe into the diaphragm

#### AIR: Ad Hoc Incident Review

- 1. Acknowledge: Something has happened, and listen.
- 2.Inform: Check in and apply the Mental Health Continuum Model.
- 3. Respond: Observe and follow up.