

- Did you know that mental illness costs Canadian employers over \$20 billion annually due to losses related to turnover, absenteeism, and presenteeism?
- Did you know that mental illness is the leading cause of disability in the workplace?
- How does this impact your organization and what can you do about it?

Recognized as a champion of workplace health, the Ontario Occupational Health Nurses Association (OOHNA), the association representing occupational health nurses in Ontario, strongly encourages organizations to offer THE WORKING MIND (TWM) to provide a common foundation on which to build a supportive workplace. With the support of the Mental Health Commission of Canada, OOHNA is one of only a handful of organizations that have been authorized to deliver THE WORKING MIND program to employers across Ontario.

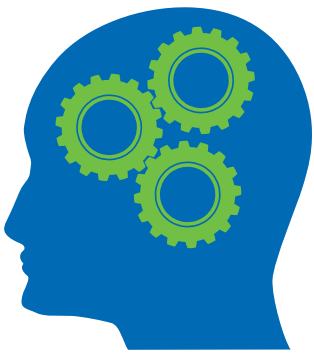
**TWM** is an education-based program designed to address and promote mental health and reduce the stigma of mental illness in a workplace setting. It is available in a 4-hr format for the general **employee** population or an 8-hr format for **managers**.

The training is aimed to:

- **Improve** short-term performance and long-term mental health outcomes
- **Reduce** barriers to care and encourage early access to care
- **Provide** the tools and resources required to manage and support employees who may be experiencing a mental illness
- **Assist** participants in maintaining their own mental health as well as learning how to support positive mental health in others

Participants completing the course can join forces with the hundreds of workplaces who are learning how to deal with workplace mental health.

For additional details on the program see the reverse page or click on the following link: [OOHNA Courses](#). The cost of an organization that sponsors a session can be as low as \$150 plus HST per participant, for additional details please contact the OOHNA office at [administration@oohna.on.ca](mailto:administration@oohna.on.ca).



# THE WORKING MIND (TWM)

An education-based program designed to address and promote mental health and reduce the stigma of mental illness in a workplace setting.

## OBJECTIVES

- ▶ Use the mental health continuum to recognize changes in your mental health and that of others
- ▶ Be prepared to use skills to improve coping and resiliency
- ▶ Reduce both public and self-stigma
- ▶ Be willing to be part of a supportive workplace

## PROGRAM BENEFITS

**Employees & Managers** who take **TWM** training have shown:

- ▶ an **increase** in resiliency skills
- ▶ a **decrease** in stigmatizing attitudes
- ▶ an **increase** in mental health wellbeing

## CENTRAL COMPONENTS

- ▶ **The Mental Health Continuum Model** categorizes one's mental health along a continuum:



- ▶ **"Big 4"** - a set of cognitive behavioural therapy-based techniques that help individuals cope with stress and improve their mental health and resiliency
- ▶ **Scenario-based practical applications and custom videos** of people with lived experience of mental illness
- ▶ **Dispelling the myths** of mental health problems and illnesses, to reduce associated stigma



*"I can now recognize the signs of mental health difficulties in myself and my family, and have tools to understand mental health in the workplace - what I should practice for myself and how I can support others."*

Course Participant

## COURSE FORMAT

### EMPLOYEE (4HRS)

- ▶ A focus on dispelling the myths of mental health problems
- ▶ Self-awareness of one's own mental health
- ▶ Strategies one can apply at each point along the continuum

### MANAGER (8HRS)

- ▶ Everything covered in the employee course
- ▶ Workplace accommodations and return to work
- ▶ How to observe changes in employees along the continuum
- ▶ Tips on communication with employees about mental health

### BECOMING A TRAINER (5 DAYS)

The 5-day train-the-trainer course equips people with the tools and skills to present both the **Employee** and **Manager** formats of TWM.

To learn more, register for a course or become an instructor:

theworkingmind@mentalhealthcommission.ca  
1.866.989.3764  
theworkingmind.ca