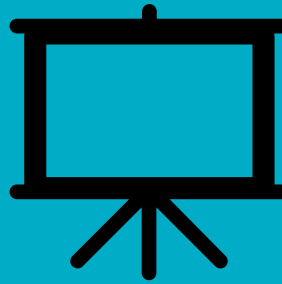


Welcome to the webinar



Test your audio before we begin. Directions are in the handout section.



The presentation is in the handout section. Please download during the webinar.



Use the questions feature for commentary and questions.

Small steps can lead to big changes in your organization

Psychological Health and Safety

Virtual Learning Series
January 22 - 26, 2024

Join us for a series of webinars focusing on mental health
and psychologically healthy and safe workplaces

WorkplaceNL

9-8-8

Suicide Crisis Helpline

Get Help

Understanding Suicide

Menu

You deserve to be heard. We're here to listen.

A safe space to talk, 24 hours a day, every day of the year.

Call 9-8-8



Text 9-8-8

SMS

What happens when you call or text



If your safety is at risk, call 9-1-1 right away.





Small Steps, Big Gains to Prevent Burnout

DeeAnne Feltham-Scott, M.Ed, CRSP

OHS Educational Consultant

Prevention Services

January 22, 2024

WorkplaceNL

Health | Safety | Compensation



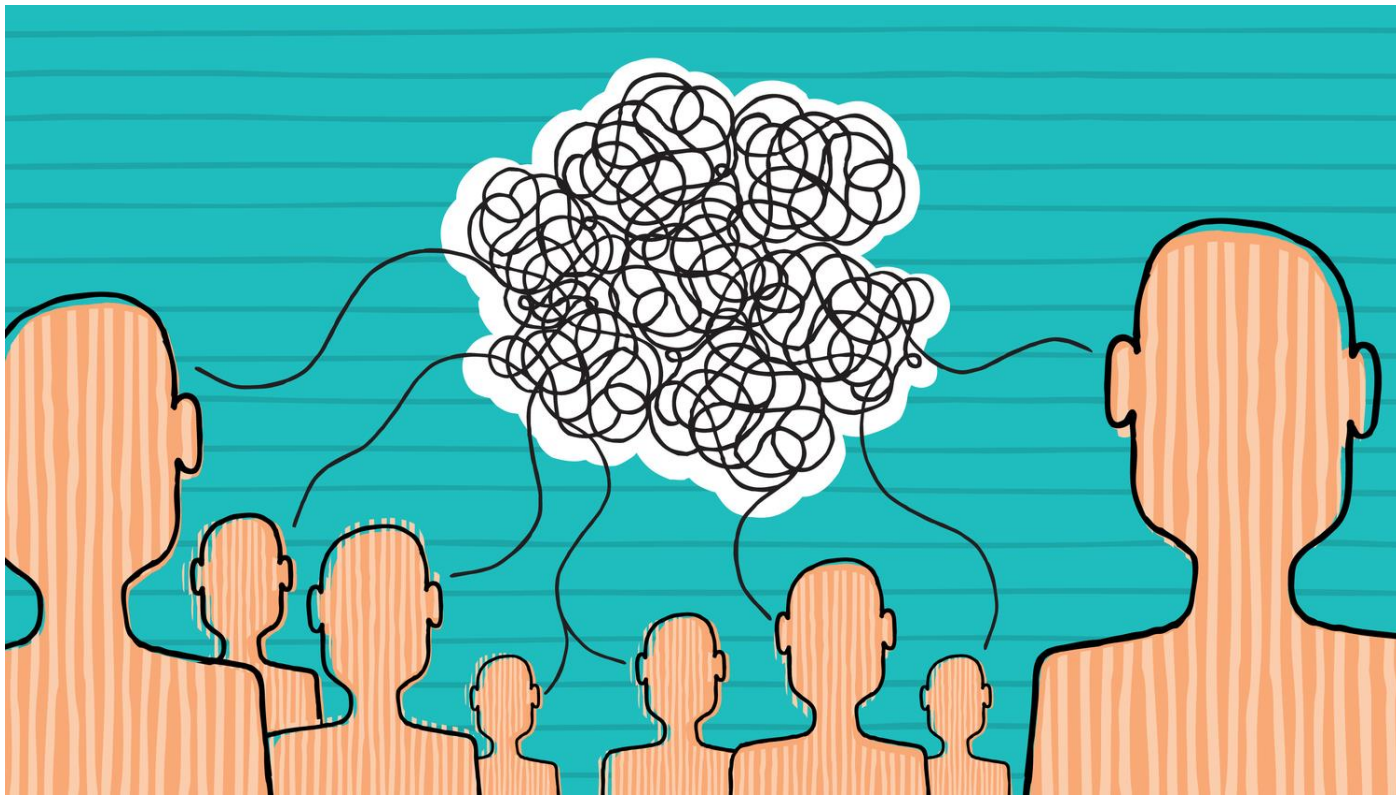
Housekeeping Items



Today's Topics

- General responsibilities
- Mental health vs. Mental illness
- Overview of Stress and connection with burnout
- Factors for burnout prevention
- Individual stress management strategies



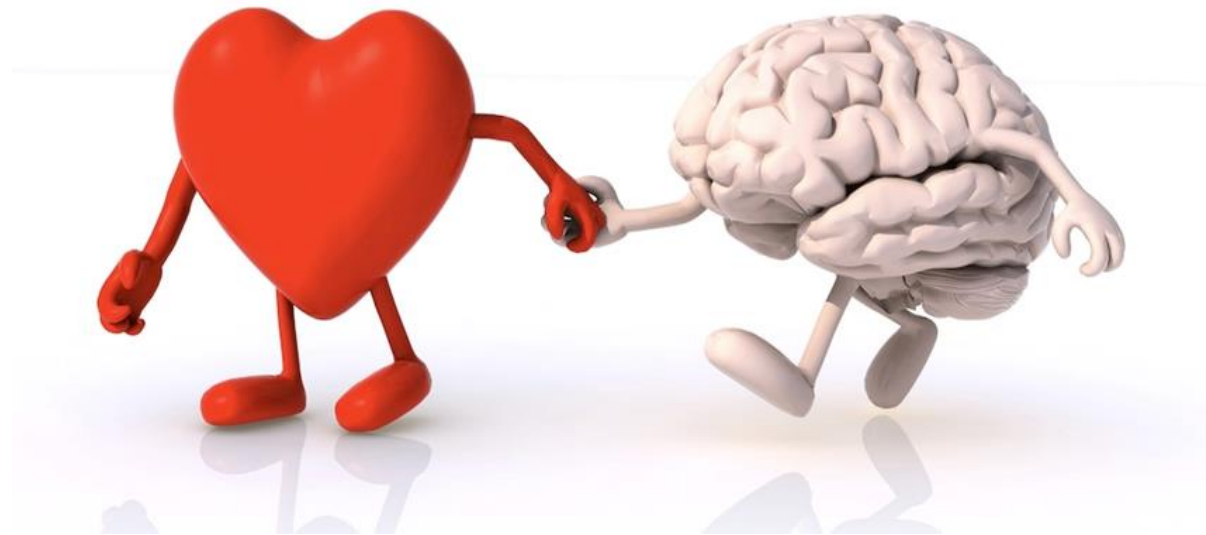


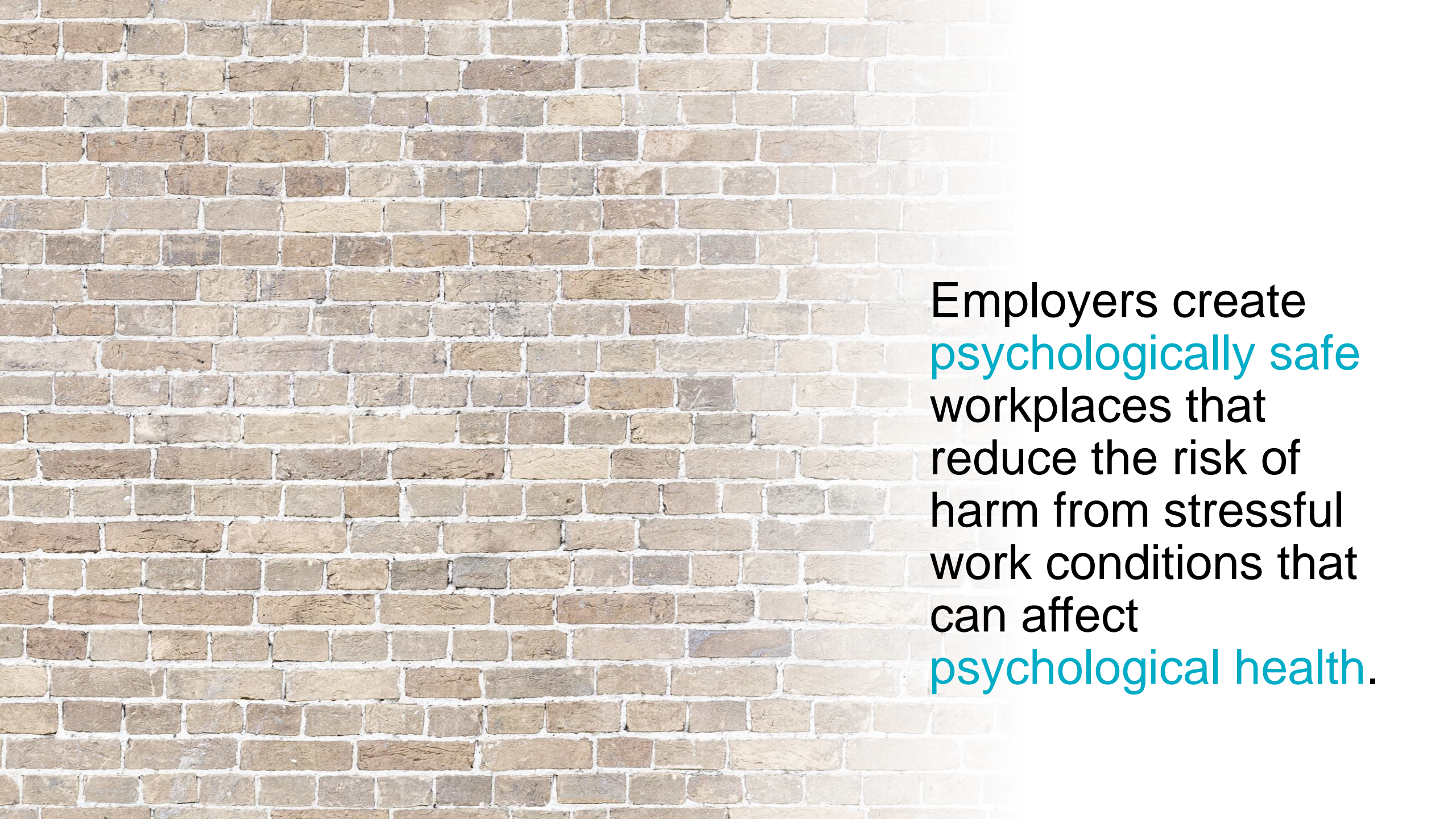
What is the relationship between mental health and psychological health and safety?

Organizations with poor PHS practices place workers at risk of increased stress levels and burnout if allowed to continue.

**we're all in
this together.**

Generally, an individual is responsible for their own health and well-being, whether in or out of the workplace.





Employers create
psychologically safe
workplaces that
reduce the risk of
harm from stressful
work conditions that
can affect
psychological health.

contribution

well-being

psychological health
and safety

what is

psychological (mental)

health?

coping

balance

abilities

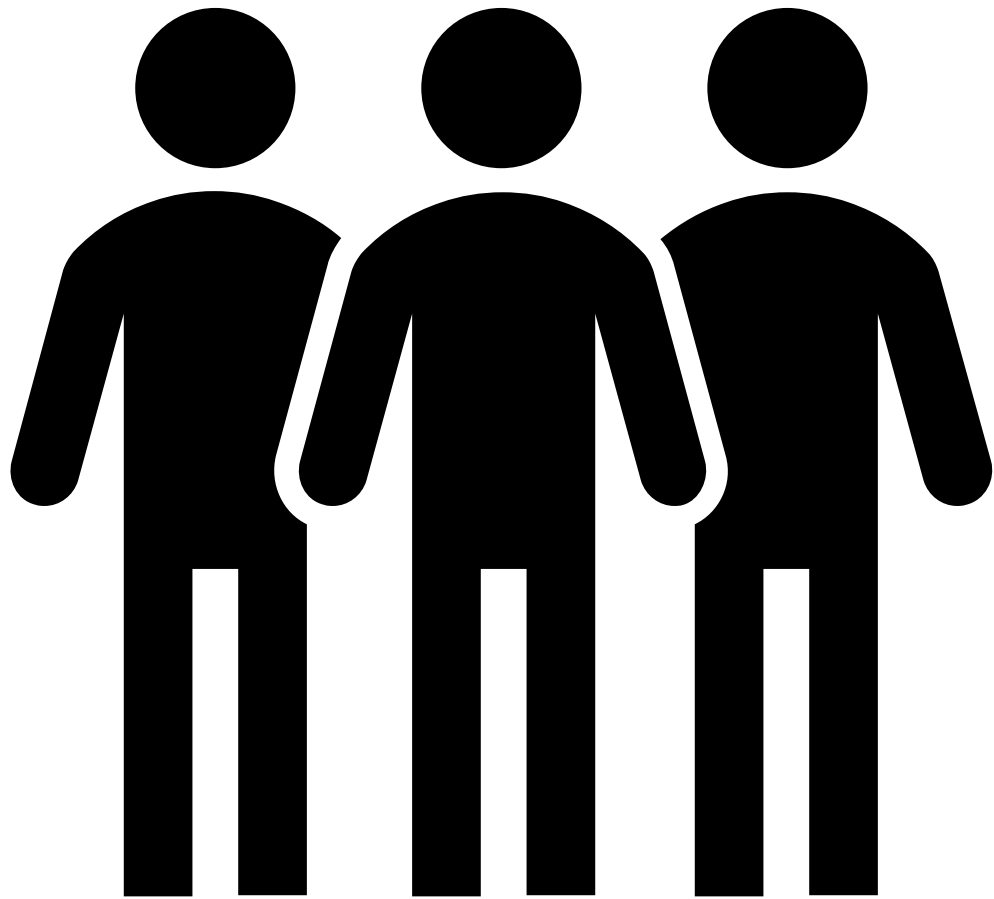
engaged

life stresses

fruitful

balance

productivity

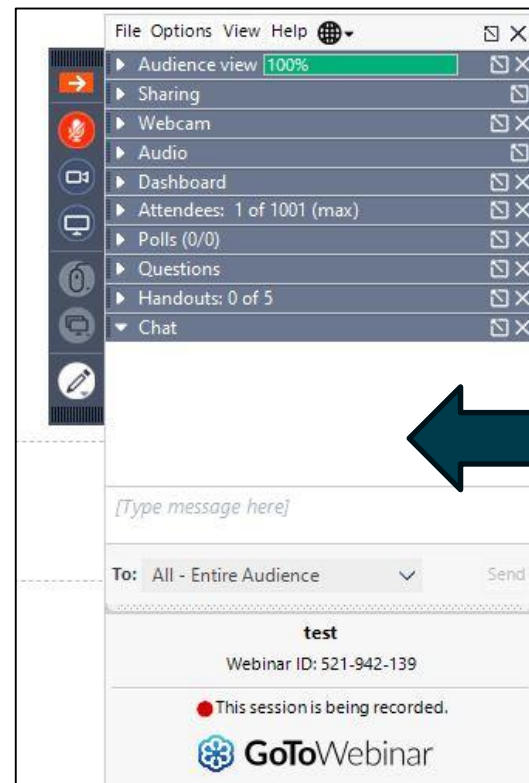


**We all have
mental health.**



The physical, mental and emotional reaction to a situation that you feel is out of your control.

ACUTE
VS
CHRONIC
STRESS



CHAT TIME:

Which of these caused you the most stress last year?

Enter your answer in the Chat Box.

Mental health is an issue for working Canadians.



60%

of Canadians suffer from workplace-related stress.

21%

High or very high levels of stress.

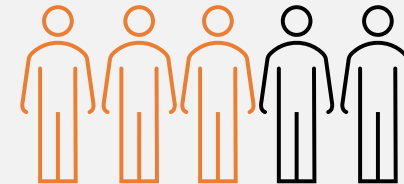


Reasons:

- Heavy workload
- Work-life balance
- Job Stability

3 in 5

employees have stated that their mental health has declined in 2023 because of workplace stress.





Both have the same expectation to get through more work that can be done in one day.

Nicole is encouraged to prioritize to do what she can. Pavan is told if he doesn't get it all done, they will lose an important client.

Who will be less productive and more prone to workload stress?



What Causes Stress in the Workplace?

Workplace conditions that can lead to chronic stress include:

- Work content/task design
- Workload and work pace
- Work schedule
- Control
- Environment and equipment
- Organizational culture and function
- Interpersonal relationships at work
- Role in organization
- Career development
- Worklife balance



Chronic stress can lead to burn-out.

Burn-out is a syndrome conceptualized as **resulting from chronic workplace stress that has not been successfully managed.**

It is characterized by:

- feelings of energy depletion or exhaustion;
- increased mental distance from work
- feelings of negativism or cynicism
- reduced professional efficacy
- inability to cope with daily life

Physical Symptoms



- Headaches
- Stomach issues
- Fatigue
- High blood pressure
- Increased illnesses

Mental Symptoms



- Anxiety
- Depression
- Loss of feelings of pleasure
- Feeling worthless
- Concentration and focus

Poll question

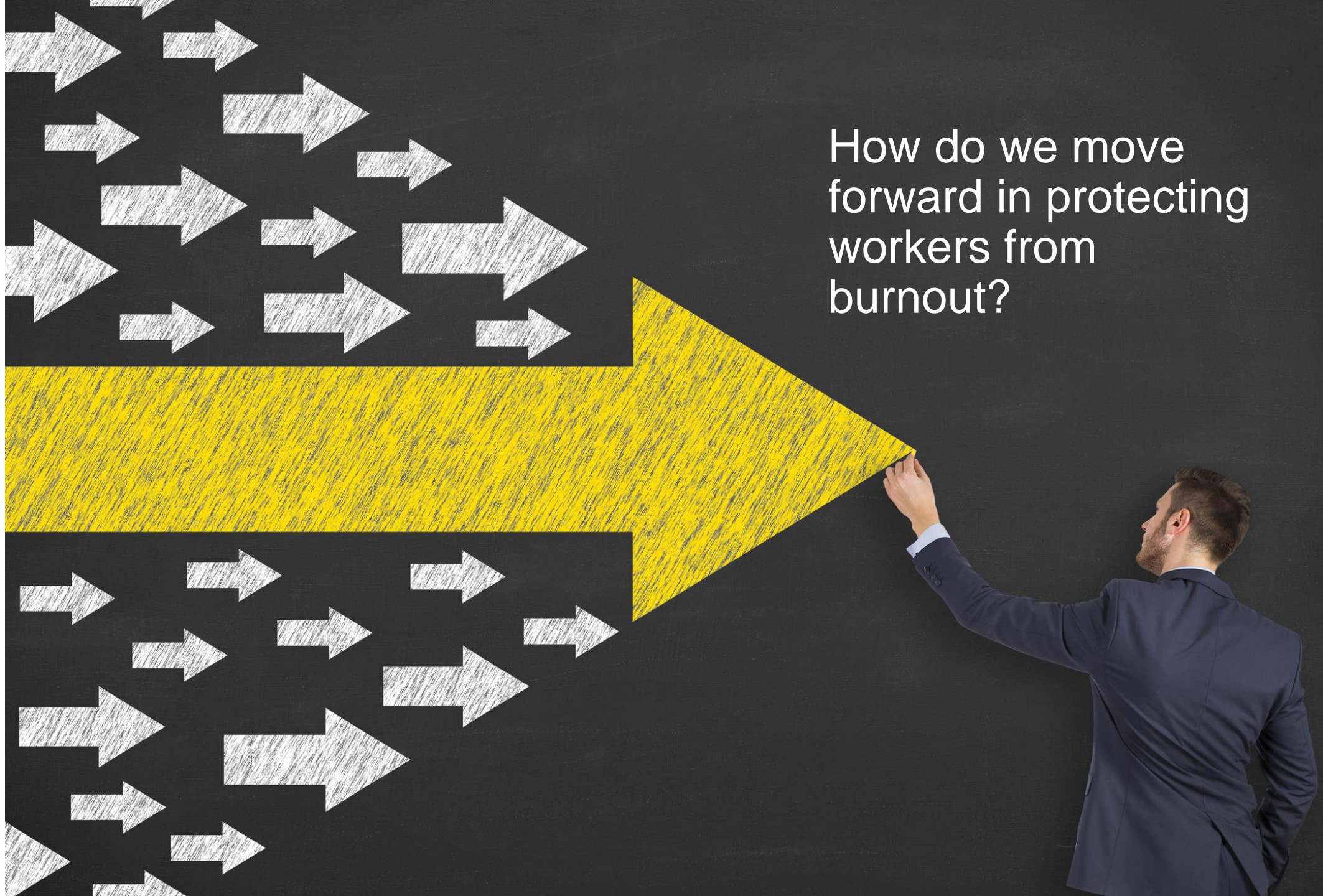
What percentage of people surveyed in the 2020 Gallup poll say they experienced burnout on the job sometimes?

- 44%
- 62%
- 87%
- 76%



A Gallup Survey in 2020, released just prior to the pandemic, showed **76%** of people experience burnout on the job at least sometimes.

How do we move forward in protecting workers from burnout?



We only treat the symptoms.



Physical Symptoms

- Headaches
- Stomach issues
- Fatigue
- High blood pressure
- Increased illnesses

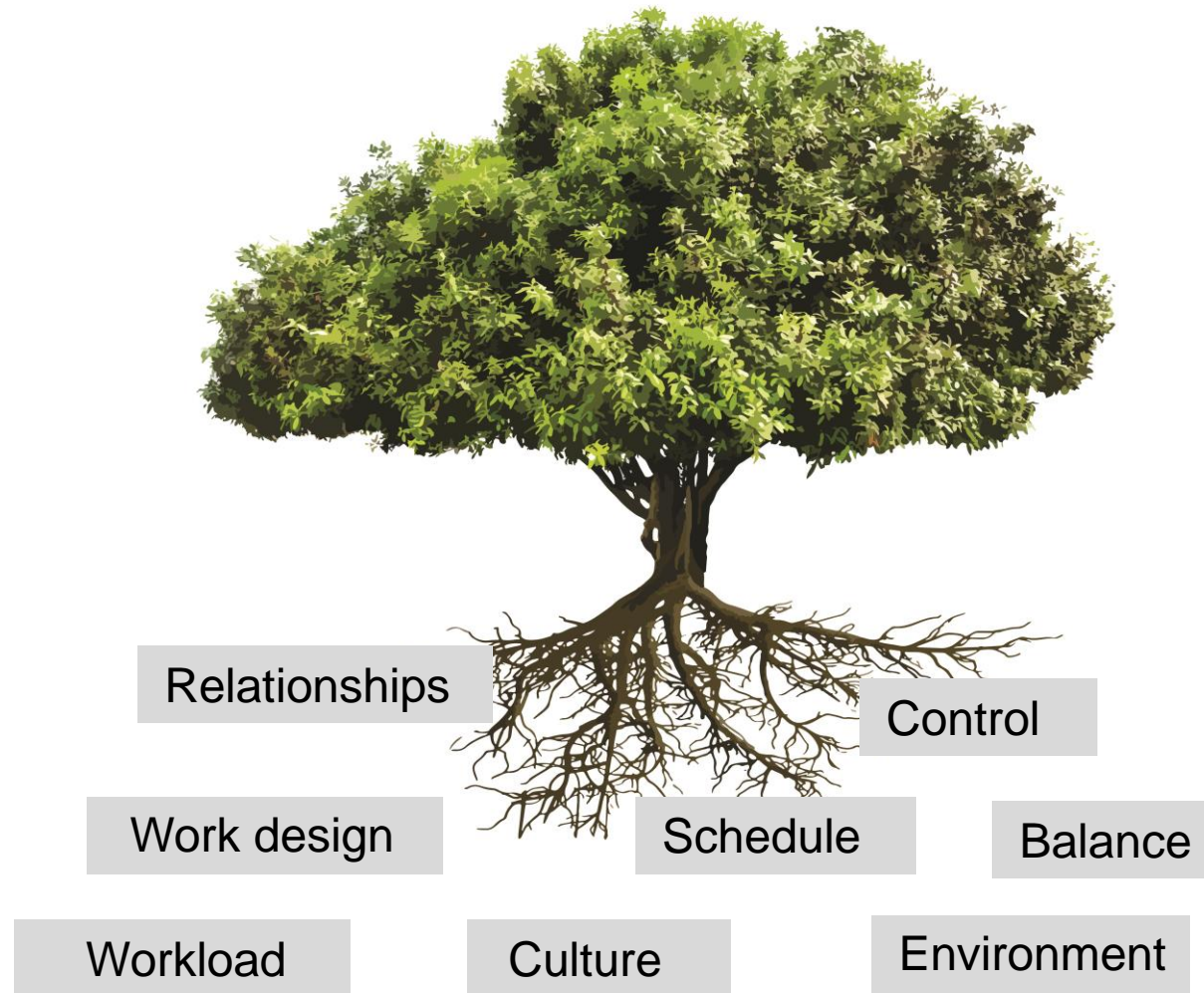
Mental Symptoms

- Anxiety
- Depression
- Loss of feelings of pleasure
- Feeling worthless
- Concentration and focus

Organizational Symptoms

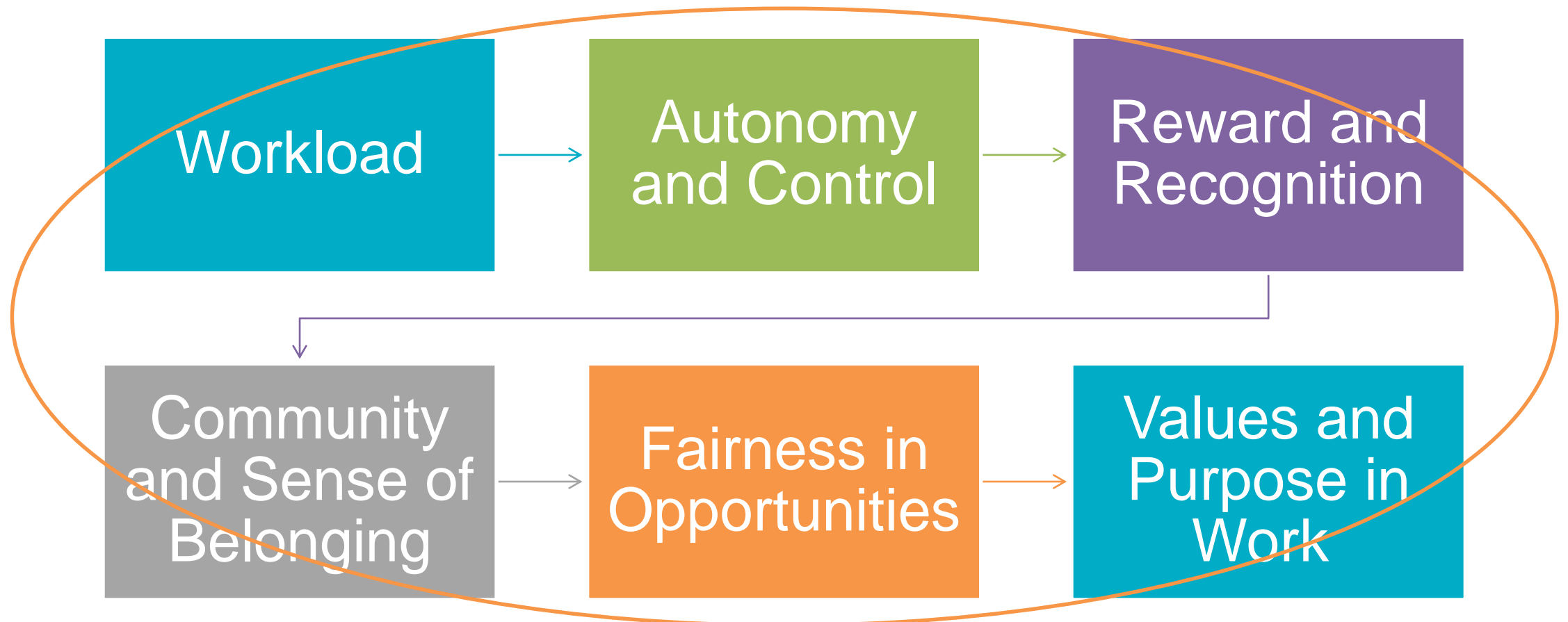
- Reducing work hours
- Conflict resolution
- Resilience training
- Time management
- Overtime
- Increased leave
- Errors
- Employee turnover
- Unnecessary training

Focus on changing the stressors.



Six factors for getting to the root of burnout:

Regular communication and consultation with workers




Workload

Ensure workers have the time and tools needed to get the job done.



Small Steps, Big Gains – Workload




- Set reasonable expectations for workers
- Have the right equipment and resources
- Find barriers to success and create solutions
- Analyze and audit jobs
- Create and implement strategies for peak work periods
- Brainstorm potential solutions for work interruptions
- Provide education and training on time management

Autonomy and Control

Workers have some control over their work and how it gets done.



Small Steps, Big Gains – Autonomy and Control



- Let them set schedules
- Offer tools and resources to work
- Give employees a say in setting deadlines
- Offer remote work arrangements
- Set goals and standards with input
- Design process for completing tasks
- Request input on company benefits
- Grant the freedom to expand duties

Reward and Recognition

Ensure people are recognized and rewarded for a job well done.



Small Steps, Big Gains - Reward and Recognition



- Understand how different employees are motivated by different types of recognition and reward.
- Maintain clear practices for recognizing effort and providing feedback.
- Recognize effort, not just outcomes.
- Recognize employees' accomplishments regularly and promptly.
- Acknowledge good performance frequently.
- Celebrate wins.

Community and Belonging

Create opportunities for people to feel like there is trust & mutual support with colleagues.



Small Steps, Big Gains – Community and Belonging



- Workers are welcomed by all and understand their role in the organization.
- Everyone wants to be known for who they are.
- Ensure everyone is included with DEI initiatives
- Support workers with the tools and resources for their success.
- Workers develop meaningful and diverse connections.

Fairness in Opportunities

Offer opportunities for people to be promoted and feel like they are treated fairly at work.



Small Steps, Big Gains – Fairness in Opportunities



- Encourage mutual respect
- Model correct behaviour
- Change rules to promote fairness
- Have open dialogue and ask what workers need
- Create transparent promotion procedures
- Offer an appeals process on transparency

Values and Purpose

Supporting people in feeling good about their work and proud of their contributions.



Small Steps, Big Gains - Values and Purpose



- Create a culture of purpose
- Communicate the purpose
- Make sure goals and action align
- Allow workers to drive purpose-driven work
- Ask employees how and when they feel connected
- Lead by example

①

Increases motivation and productivity.

②

Improves trust and job satisfaction.

③

Develops skills and leadership.

④

Workers are motivated to perform.

⑤

Workers take pride in their work.

⑥

Increased job satisfaction.

⑦

Increased commitment to employer.

⑧

Workers feel their organizations care.

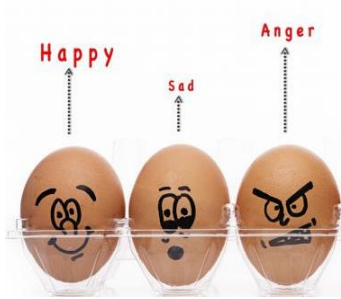
⑨

Employees feel safe to speak up.

⑩

Increased morale and engagement.

Here's what you can do:



Find your stressors



practice mindfulness



go home on time



stay organized



ask for help



take breaks



eat well



care for coworkers



set realistic goals



stay hydrated



move throughout your day



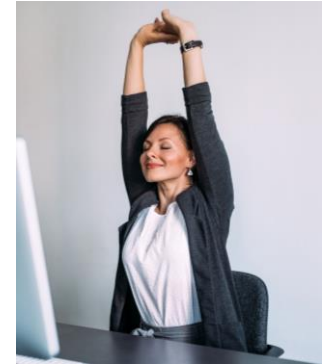
take vacation leave



come to work rested



laugh



stretch regularly



Get out in nature



GET THROUGH *the* **WEEK...**

Creating a Self-Care Plan

Self-care is the activities we do regularly to improve and support our health and well-being. You can use the following steps to start you on the right path:

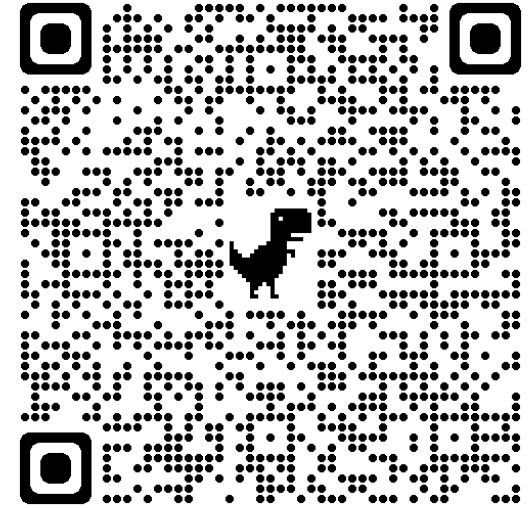
[Day 1: Getting Started](#)

[Day 2: Assess Your Current Coping Skills](#)

[Day 3: Recognize Your Self-care Needs and Activities](#)

[Day 4: Identify Self-soothing Activities Based On Your Self-care Needs](#)

[Day 5: Remove Barriers To Success](#)



Scan the QR code for
Self-Care Plan.



The Signal: WorkplaceNL's Health and Safety Podcast

By WorkplaceNL Health and Safety Podcast

Workers have a right to healthy and safe workplaces. Occupational health and safety (OHS) practices and principles help protect workers from injuries and illnesses while working. Join us as we explore current OHS topics that can improve the health and safety of workplaces.

Listen on  Spotify

The Three Pillars of Stress Management and Good Mental Health Series:

1. Nutrition
2. Movement
3. Sleep

WHERE TO LISTEN



<https://anchor.fm/workplacenlhspodcasts>

2024 PHS Week Webinar Schedule

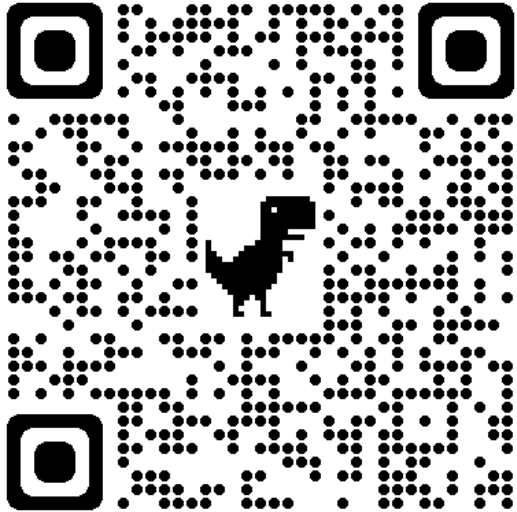
Tuesday, January 23 - Belonging at Work: It Matters

Wednesday, January 24 - The Power of Reaching Out

Thursday, January 25 - The Many Faces of Stigma

Friday, January 26 - Assessing the Psychological Safety of Your Workplace

Upcoming webinars



For a complete listing of events, visit <https://workplacenl.ca/about/events/> or scan the QR code

THANK YOU!





Today's Topics

- General responsibilities
- Mental health vs. Mental illness
- Overview of Stress and connection with burnout
- Factors for burnout prevention
- Individual stress management strategies