

May 2019

Mental Health Toolkit



*just
now*



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This year as a part of our leadership commitment, we have promised to care, share, dream and deliver and people are at the core of the commitment - their wellness matters, both physical and mental.

In recognition of the Mental Health Awareness week, let's come together to #breakthestigma around mental health by #startingaconversation**justnow**

But First, What is Mental Health?

According to Canadian Mental Health Association, Mental health is a state of well-being, and we all have it. We might have a mental illness, and we might not. Either way, we can all feel well. We can all have good mental health. It is about having a sense of purpose, strong relationships, feeling connected to our communities, knowing who we are, coping with stress and enjoying life. And it's never too early or too late to get there. But it's not just about what you do for yourself, by yourself—everyone needs healthy and supportive places to work, live and learn.

In order to truly understand mental health it is extremely important to understand how is mental health like physical health?

We are all human beings, and each of us has a physical body. We also all have a mind, and we all have emotions. In the same way that we all have a state of physical health, we all have a state of mental health. Mental health is more than the absence of mental illness.

Here's something to think about: You might have an illness or a disease, say diabetes. Maybe you deal with the symptoms through diet, physical activity, medication or in other ways. When it comes to your physical health, you might feel absolutely great.

On the other hand, you might not have any illness or disease, but for any number of reasons, you might not feel physically well at all. Say you don't sleep well, or you are rundown.



All this to say that you might have an illness or disease on one hand, but feel well on the whole. On the other hand, you may not have a disease but are not feeling “well” at all.

The same is true about your mental health. You might have a mental illness, but that doesn’t mean you’re mentally unhealthy. Or that you can’t feel well.

And even if you don’t have a mental illness, you may at times feel mentally unwell. Stress, an overwhelming schedule, and difficult life events or circumstances can put pressure on your mental health.

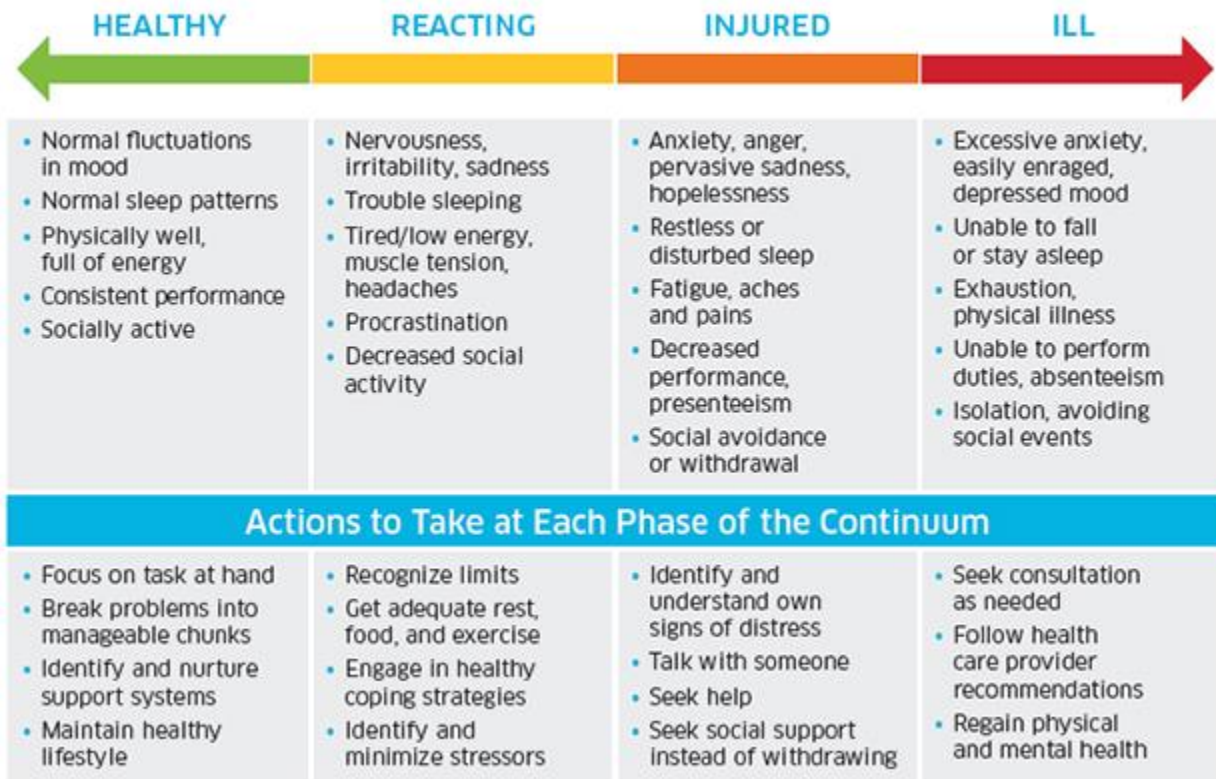
It can be difficult to take care of your mental health on day-to day basis, especially with crazy work schedules and chores.

Below are exercises that can help improve your mental fitness.

- **Recognize your emotions and accept your emotions**
- Stop being so hard on yourself.
- **Build a Support Network**- It is important to have a community that you can reach out to in times of need and that supports you no matter what. Take out time for important relationships and communicate to them when you need them.
- **Do one thing at a time**- For example, when you are out for a walk or spending time with friends, turn off your cell phone and stop making that mental “to do” list. Take in all the sights, sounds and smells you encounter.
- **Exercise and Connect with yourself**- Go out for a walk, take up a Zumba class or go to a gym. It has been proven scientifically that exercise releases happy hormones- endorphins.
- **Take up a hobby**- Go to that painting class that you never took up. Write if that is what you enjoy in free time but don't get the time to write.
- **Keep a journal**- Writing down your thoughts and feelings after an anxious/stressful day can be extremely therapeutic for the mind.
- **Volunteer** - When you are not feeling good mentally, helping others can produce a sense of satisfaction and make you feel good.
- **Treat yourself**- Enjoy something you usually deny yourself.
- **Learn**- Go online, take a course, read a book. Anything that makes that helps you learn a new thing.
- **Take a Moment**- Breathe, close your eyes and let your mind wander, take a moment for yourself.



MENTAL HEALTH CONTINUUM MODEL



Work Life Balance

Lack of Work Life Balance and the stress created by it majorly contributes to your Poor Mental Health and Wellness. According to CMHA, 58% of Canadians report “overload” associated with their many roles – work, home and family, friends, physical health, volunteer and community service.

While it is great to have a little bit of stress in life, anything beyond moderate amount can lead to deteriorating mental health. You need to take control and these tips can help you with a positive work life balance...

At Office

- Take breaks. You accomplish more if you take a 10 min break after every 1.5 hours
- It is a good idea to plan for following day at the end of the day to take away the stress of not knowing what to do next day.
- Only check your email twice a day so that you can be more productive and less distracted.
- Don't be available 24/7, leave your work at work and recognize what is a priority.



Understanding Mental Illnesses

There is a huge stigma around mental health but there is an even bigger stigma around Mental Illnesses. It is important to understand that mental illnesses just like physical illnesses can be treated and even though they are misunderstood much more by people, that can go away if there is more awareness around it. All mental illnesses can be treated. There are many types of disorders (also called psychiatric disorders) - anxiety disorders, bipolar and depression disorders, eating disorders, OCD, PTSD etc.

To learn more about them and to become aware you can go to- <https://cmha.ca/mental-health/understanding-mental-illness>

How can we help you?

One of the most important things to understand is that when it comes to mental health and specifically Mental Illnesses, even though it is extremely necessary to be aware of your mental health, but it is also important to not self-diagnose. Getting help irrespective of whether you think you have a serious disorder or you just need to talk, is the right way to go. We cannot stress enough on the need to GET HELP and hence we at Compass Group have resources under the Health Advocate Program- EAP (Employee Assistance Program) available for you (details attached on the next page).

We also have a Mental Health First Aid training course available. See what Brian Riley, Director, Health and Safety has to say about it.

“Did you know that in the course of one year, seven million Canadians will need help for mental health concerns (*Mental Health Commission of Canada*)? Or did you know that one in five Canadians will experience a mental health problem at some point each year? With such a prevalence, it’s inevitable that we’ll all interact with someone that is experiencing mental health problems. Mental Health First Aid (MHFA) training could help you deal with such an interaction. The MHFA program aims to improve mental health literacy, and provide the skills and knowledge to help people better manage potential or developing mental health problems in themselves, a family member, and a friend of a colleague. We have a few upcoming opportunities to attend MHFA training. Courses fill up quickly, so don’t wait to register!”

Upcoming classes:

May 21 & 22, 2019 @ Richmond, BC – 24 seats available

June 26 & 27, 2019 @ Mississauga, ON – 18 seats available

You can request training through our first aid registration email: register.firstaid@compass-canada.com








Real People, Real Stories

Resolving Problems Early

Dale and his wife were constantly arguing about parenting their troubled teenage son, making it difficult to focus at work. The Health Advocate Licensed Professional Counselor helped the couple explore effective solutions and located support services, easing family tensions and improving Dale's ability to concentrate.

We can help.

Turn to us—we can help.

877.240.6863
Email: answers@healthadvocate.com
Web: HealthAdvocate.com/members

Download the app today!
Available on the App Store and Google Play

We're here when you need us most
Your Health Advocate benefit can be accessed 24/7.

There is no cost to use our service
Your employer or plan sponsor offers your Health Advocate benefit at no cost to you.

We're not an insurance company
West's Health Advocate's Solutions is not a direct medical care provider, and is not affiliated with any insurance company or third party provider.

Your privacy is protected
Our staff carefully follows protocols and complies with all government privacy standards. Your medical and personal information is kept strictly confidential.

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HA-SEM-1701040-27.3BRO



Welcome

to Your New Health Advocate Benefit

All of us have experienced some type of personal problem, concern or emotional crisis at one time or another. The Health Advocate EAP+Work/Life program, offered to you at no cost by your employer or plan sponsor, gives you access to a Licensed Professional Counselor or Work/Life Specialist for help with personal, family, and work issues.




Help is only a phone call away

Employee Assistance

Your employee assistance program (EAP) is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor who will help you define the problem clearly and assist you.

Get unlimited help with personal, family, and work issues such as:

- Stress, depression, anxiety
- Relationship issues, divorce
- Job stress, work conflicts
- Family and parenting problems
- Anger, grief and loss
- Addiction, eating disorders, mental illness
- And more!

Your counselor will either address your concerns during your sessions, or will refer you to appropriate licensed professionals, counselors or community resources for long-term help.

Who is covered?
Health Advocate is available to eligible employees, their spouses, dependent children, parents and parents-in-law.

Work/Life Balance

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions as well as put you in touch with resources in the following areas...

Childcare Services

- Childcare centers
- Babysitter tips
- Family-run child care homes
- Community resources
- Nanny agencies
- Pre-schools

Eldercare Services

- Assisted living
- Nursing homes
- Independent living
- Adult day care services
- Geriatric care managers
- Adults with disabilities

Legal Services

- Personal/family elder law
- Real estate
- Identity theft


Financial Services

- Debt management
- Budgeting
- Credit report issue




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We Help Support Your Life

Our EAP Experts Can:

- **Provide confidential help** with personal issues
- **Consult with you** by telephone, 24/7
- **Help** with stress, anxiety, depression and family problems
- **Support you** with grief and loss, anger and substance abuse
- **Find local services** to help make your life easier
- **Research and locate** legal specialists and financial counselors
- **Find local resources** for child care, adult day care and eldercare
- **Direct you** to your comprehensive EAP member website
- **Refer you** to more long-term support as needed



Available at no cost to employees, their spouse, dependent children, parents and parents-in-law. Completely confidential.

We're not an insurance company. West's Health Advocate Solutions is not a direct healthcare provider, and is not affiliated with any insurance company or third party provider.

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HealthAdvocate™



SOURCES:

- Canadian Mental Health Association Website
- Desjardins Financial Security Survey
- Health Advocate Program