



Canadian Mental  
Health Association  
*Mental health for all*

# Transforming Mental Health at Work

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Not Myself Today Version 7.0

Ottawa Project Management Chapter  
Annual Symposium

October 24, 2019





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# What is mental health, really?

We all have mental health.  
Not just 1 in 5 of us. All 5 in 5.

Mental health is  
everyone's business.



# Mental Health Continuum

Mental Health Continuum Model



<ul style="list-style-type: none"> <li>• Normal mood fluctuations</li> <li>• Calm &amp; takes things in stride</li> <li>• Good sense of humour</li> <li>• Performing well</li> <li>• In control mentally</li> <li>• Normal sleep patterns</li> <li>• Few sleep difficulties</li> <li>• Physically well</li> <li>• Good energy level</li> <li>• Physically and socially active</li> <li>• No or limited alcohol use/ gambling</li> </ul>	<ul style="list-style-type: none"> <li>• Irritable / impatient</li> <li>• Nervous</li> <li>• Sadness / overwhelmed</li> <li>• Displaced sarcasm</li> <li>• Procrastination</li> <li>• Forgetfulness</li> <li>• Trouble sleeping</li> <li>• Intrusive thoughts</li> <li>• Nightmares</li> <li>• Muscle tension / headaches</li> <li>• Low energy</li> <li>• Decreased activity/socializing</li> <li>• Regular but controlled alcohol use / gambling</li> </ul>	<ul style="list-style-type: none"> <li>• Anger</li> <li>• Anxiety</li> <li>• Pervasively sad / hopeless</li> <li>• Negative attitude</li> <li>• Poor performance / workaholic</li> <li>• Poor concentration / decisions</li> <li>• Restless disturbed sleep</li> <li>• Recurrent images / nightmares</li> <li>• Increased aches and pains</li> <li>• Increased fatigue</li> <li>• Avoidance</li> <li>• Withdrawal</li> <li>• Increased alcohol use / gambling is hard to control</li> </ul>	<ul style="list-style-type: none"> <li>• Angry outbursts / aggression</li> <li>• Excessive anxiety / panic attacks</li> <li>• Depressed / suicidal thoughts</li> <li>• Over insubordination</li> <li>• Can't perform duties, control behaviour or concentrate</li> <li>• Can't fall asleep or stay asleep</li> <li>• Sleeping too much or too little</li> <li>• Physical illnesses</li> <li>• Constant fatigue</li> <li>• Not going out or answering phone</li> <li>• Alcohol or gambling addiction</li> <li>• Other addictions</li> </ul>
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# Common Workplace Mental Health Issues

**Anxiety** – Chronic worry, fear and apprehension

**Depression** – Sadness, inactivity, difficulty concentrating, feelings of hopelessness

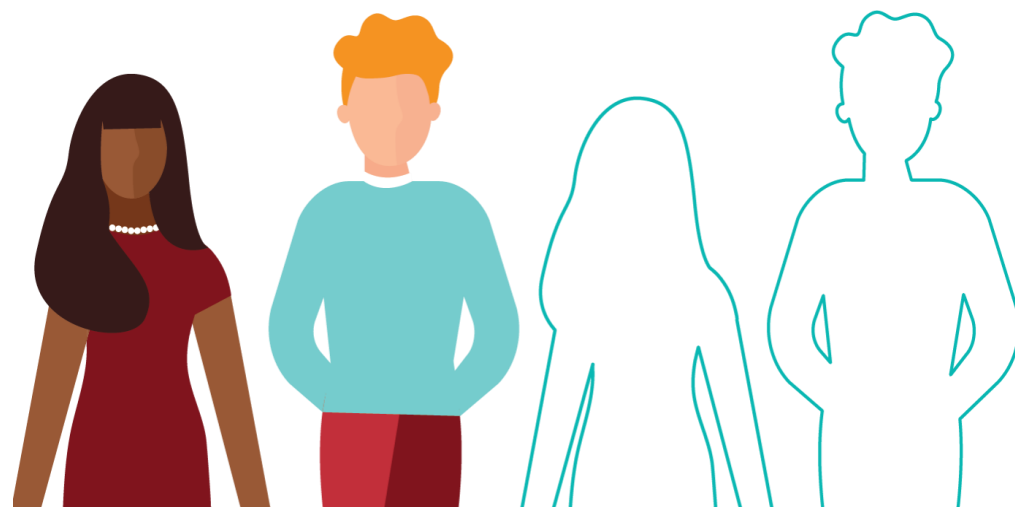
**Stress** – Overwhelmed and unable to cope, cognitive difficulties, fatigue, headaches, decreased performance

**Burn-out** – Tiredness, loss of interest, frustration that interferes with job performance

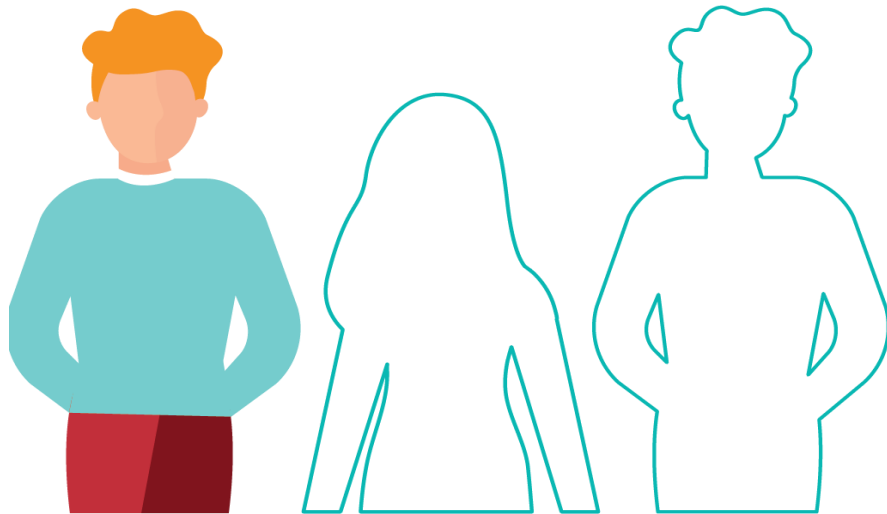




**1 in 5 people will  
experience a mental  
illness this year.**



**Almost 50% of workers say  
they have or have had a mental  
illness or mental health issue**



**Yet 2/3 of people don't tell our  
managers if we are having a mental  
health problem,**

**and...**



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**... as many as 95% of employees who need a *mental health day*,  
call in sick and say it's something else.**

**So what's going on?**



# Stigma

- A negative stereotype which is rooted in misconceptions
- Fixed ideas and prejudice towards people with mental health problems and mental illness
- Based in fear and avoidance of what we don't understand





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# We need the words and the tools to talk about mental health in the workplace



Introducing Not Myself Today® . . .

# Not Myself Today overview



- Unique and pro-active approach to mental health
- Difficult topic becomes approachable and engaging
- Practical literacy through employee engagement activities
- Condition the social environment; transform workplace cultures

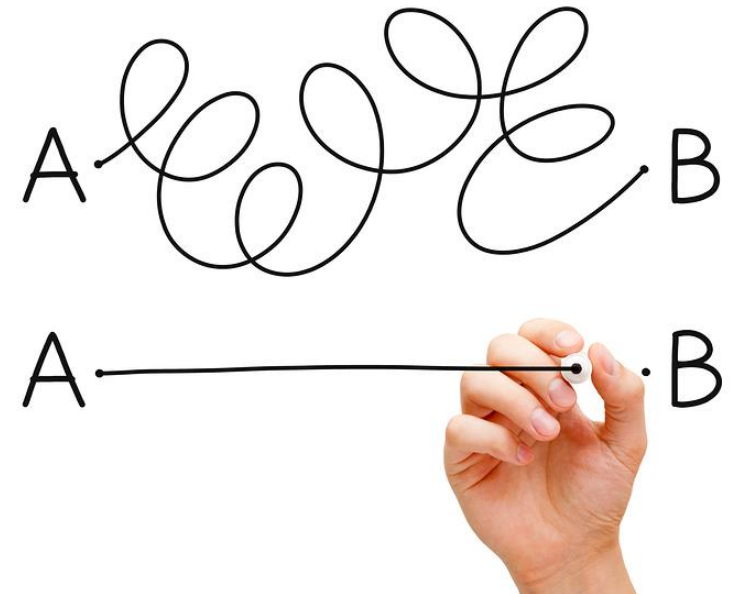


# Not Myself Today Simplicity



## Variety of different mental health topics that are:

- Simple to understand
- Require minimal employee time to engage
- Integrate into regular Team Meetings
- Adaptable to your workplace environment



# Not Myself Today desired outcomes



Not Myself Today is an evidence-informed, practical solution that helps employers transform mental health at work. This workplace mental health initiative helps organizations:



Build greater awareness and understanding of mental health



Reduce stigma



Foster safe and supportive work cultures

Through a comprehensive toolkit with attention-getting materials, turnkey activities, tools and resources, Not Myself Today helps to break down barriers and makes mental health engaging and accessible to all employees.

# Not Myself Today overview



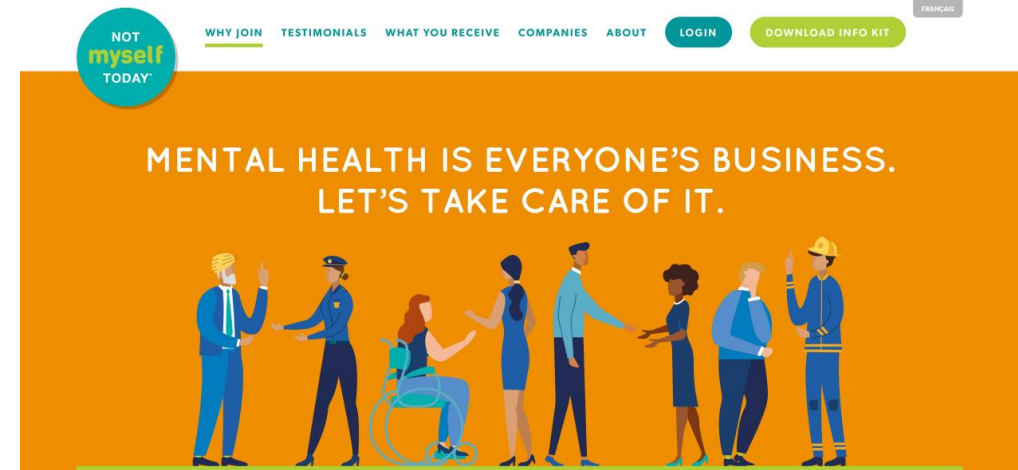
## Physical Toolkit

Activities, tools and resources to engage employees



## Dynamic Online Experience

Online portal for employees, managers, HR, and senior leaders





# Digital tools

To promote mental health and create awareness



**NOT MYSELF TODAY**

Don't let a typo spell disaster for your whole day

Putting too much pressure on yourself isn't good for your mental health. Learn how to reduce stress at work at [notmyselftoday.ca](http://notmyselftoday.ca)

**NOT MYSELF TODAY**

Your phone isn't the only thing that needs to be recharged

Taking time for yourself can improve your day. Plug into positive mental health ideas in the workplace at [notmyselftoday.ca](http://notmyselftoday.ca)

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## Promotional materials

**NOT MYSELF TODAY**

It's not just you: 1 in 4 workers say that their lives are very stressful every day.

[notmyselftoday.ca](http://notmyselftoday.ca)

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**NOT MYSELF TODAY**

Are you getting sleepy?

Workers who sleep more than 6 hours a day report better work-life balance.

[notmyselftoday.ca](http://notmyselftoday.ca)

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**NOT MYSELF TODAY**

Mental health is everyone's business. Let's take care of it.

[notmyselftoday.ca](http://notmyselftoday.ca)

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**NOT MYSELF TODAY**

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**Tell someone you appreciate them.**

And accept the compliments that come your way.

I appreciate you

## Continuity-building materials



## Educational videos



# Modular approach



Our toolkit is now structured in six modules, each with unique content and engagement focus, associated tools, resources, video content and activities to engage employees, simplifying campaign rollout for organizations.

## Modules for NMT Version 7.0:

1. Mental Health & Mental Illness 101
2. Talking About Mental Health
3. Managing Your Mood
4. Positivity & Gratitude
5. Stress & Resilience
6. Emotional Intelligence



# A variety of engagement activities

**NOT myself TODAY** Kindness Cards  
A little kindness goes a long way. Give some today.

To: \_\_\_\_\_ From: \_\_\_\_\_

**Redeemable for a:**

- coffee or tea
- high five
- compliment
- lunch
- thumbs up
- snack
- \_\_\_\_\_

**Because you:**

- are a good person
- do great work
- made me laugh
- listened to me
- make work fun
- helped me when I needed it
- \_\_\_\_\_

  
notmyselftoday.ca



**THE FACTS MATTER**

The first step to building the mental health of our workplace and ourselves is knowing what we don't know, and busting myths that lead to stigma.

Take this short quiz to test your understanding of mental health and mental illness.

**Take the Quiz**

**TIPS ON HOW TO DE-STRESS AT WORK**

Here are our top 10 different ways to help relieve stress from your life. Print this list and keep it somewhere handy. When you start feeling the crunch, remember there are lots of ways to make things a little more manageable and keep your stress in check.

- PUT ON SOME MUSIC**  
Pop your headphones on and play something soothing to help reduce anxiety.
- TAKE A FEW DEEP BREATHS THROUGH YOUR NOSE**  
The extra oxygen helps reduce tension and relieve built-up stress.
- EAT A HEALTHY SNACK**  
Pick something that will fill you up and keep you energized, such as nuts or fruit.
- GET A PLANT**  
Not only does a plant make your space a little more relaxing but it will also purify the air.
- STEP AWAY FROM THE SCREEN**  
Sometimes, all you need is a quick change of scenery and that little shift can put things into perspective.
- KEEP A TO-DO LIST**  
Prioritize what needs to get done and cross things off your list as you accomplish them. Seeing progress will keep you motivated.
- LAUGH**  
Watch a quick video, message a friend, or talk to a coworker. Sometimes a smile and a little laughter can reset your mood and give you the focus you need to get things done.
- WORKSPACE MAKEOVER**  
This can be anything from a spring clean to adding a smile and a little laughter can reset your mood and give you the focus you need to get things done.
- GO FOR A WALK**  
Heading outside for some fresh air will clear your head and boost endorphins (brain chemicals that reduce your stress).
- STRETCH**  
You can do this right from your chair or get up and do a few quick stretches to invigorate your body and feel refreshed.

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# Online experience



Our members only portal provides a dynamic learning experience for employees, Ambassadors, Leaders and senior management.

- ✓ Personalized dashboards with easy access to activities, resources and messages
- ✓ Aggregated organization-wide metrics
- ✓ Insights on knowledge gaps regarding mental health in the workforce
- ✓ Engaging digital learning activities
- ✓ Resources, tools and video content to further learning and/or support
- ✓ Security and privacy measures



# Positive Impact in the Workplace



We see behaviour and intention changes among participating employees in all areas including:

- Paying more attention to their own mental health and well-being
- Supporting a loved one/friend/colleague living with a mental health problem
- Challenging negative stereotypes and attitudes that exist around mental illness
- Supporting fundraising initiatives or volunteering time to support mental health

Employees who participated with *Not Myself Today* are more comfortable:

- Having a conversation with a co-worker about their mental health
- Talking to their family doctor about mental health issues
- Talking to their employer about mental health issues
- Accessing resources made available through their employer



# Creating meaningful impact for organizations



Hundreds of organizations and millions of employees have joined Not Myself Today and invested in employee mental health.



100% of companies agreed that Not Myself Today helped to increase employee awareness and understanding of mental health and mental illness



98% agreed it prompted conversation and dialogue about mental health in the workplace



96% agreed it increased employee awareness of available mental health resources



91% agreed it helped to create a more supportive work environment

Source: NMT 2017 independent evaluation by Propel Centre for Population Health Impact (University of Waterloo)



# YOUR mental health matters!

Encourage your HR Department to consider driving positive change in your workplace!

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