



SUPERIOR Mental Wellness @ WORK

Take care of yourself

- Set priorities and be realistic about what you can achieve each day.
- Take regular breaks at work.
- Practice relaxation and breathing techniques.
- Be kind to yourself. Avoid the pitfalls of self-criticism or striving for perfection.
- Aim to balance work and home life. Detach from work when you are done your work day
- Eat well, stay active, drink water and get enough sleep.
- Seek help if you are struggling to cope.

Help your co-workers

- Encourage each other to take breaks.
- Express specific and genuine gratitude for your colleague's efforts.
- Contribute to a positive workplace culture.
- If a coworker seems troubled, let them know you are there for support. Listen without giving advice. Ask what you can do to help. Support them to get professional help, if needed.

If you, or someone you know, is experiencing a mental health crisis, call 911, go to the nearest emergency room, or call the **Crisis Response Hotline** at (807) 346-8282 in Thunder Bay or 1-866-888-8988 toll-free in the District.

Lead positive change

Workplace leaders are encouraged to:

- Learn more about implementing the National Standard for Psychological Health and Safety in the Workplace.
- Have zero tolerance for disrespectful behaviours.
- Ensure staff is clear about what is expected of them and how their work contributes to the organization.
- Provide opportunities for employees to develop their skills.
- Support employees that come forward with mental health concerns.
- Encourage and listen to staff ideas.
- Be as flexible as you can with work schedules.
- Make consistent and fair decisions.
- Celebrate achievements and recognize staff commitment.
- Ensure employees have the resources they need to do their job well.
- Promote healthy choices and encourage breaks.
- Encourage staff to work safely and to report any hazards in the work environment.

Visit [SuperiorMentalWellnessAtWork.com](https://www.SuperiorMentalWellnessAtWork.com) for:

- Helpful mental health services nearby.
- More information and resources on promoting mental health in the workplace.

The Superior Mental Wellness @ Work project aims to create workplace environments that reduce psychological hazards and maintain positive mental health for employees in Thunder Bay and the District.