



Canadian Mental  
Health Association  
Alberta  
*Mental health for all*



centre *for*  
suicide prevention



**WORKING  
STRONGER**

# Start somewhere Go everywhere

May 2025

**Fawna Bews**

Program Director

Canadian Mental Health Association Alberta Division and Centre for Suicide Prevention

# Support is available

Community service directory:

**211**

*Available 24 hours*

Distress Centre: (Calgary)

**403.266.4357**

*Available 24 hours*

Suicide Crisis Helpline: (National)

**988**

*Available 24 hours*

# Introductions

**Fawna Bews (MACounselling)**  
**(she/her)**



# About CMHA, Alberta Division + Centre for Suicide Prevention

[alberta.cmha.ca](http://alberta.cmha.ca)



## Over 100 years

Of history as a leading advocate, researcher, teacher and coach for mental health in Canada.



## Unparalleled Network

Of professional staff, volunteers and peers in communities across Canada.



## Range of Services & Supports

Tailored to community needs.



## Amalgamation with Centre for Suicide Prevention

# Introductions

Who is here?



# Learning objectives



**At the end of this learning session, everyone will:**

- **Recognize** the connection between board leadership, organizational culture, and mental health.
- **Identify** common signs of stress, burnout, and compassion fatigue.
- **Understand** the board's role in fostering psychological safety and promoting mental wellness.
- **Explore** strategies and practical tools for supporting well-being.

# Mental Health in the Workplace

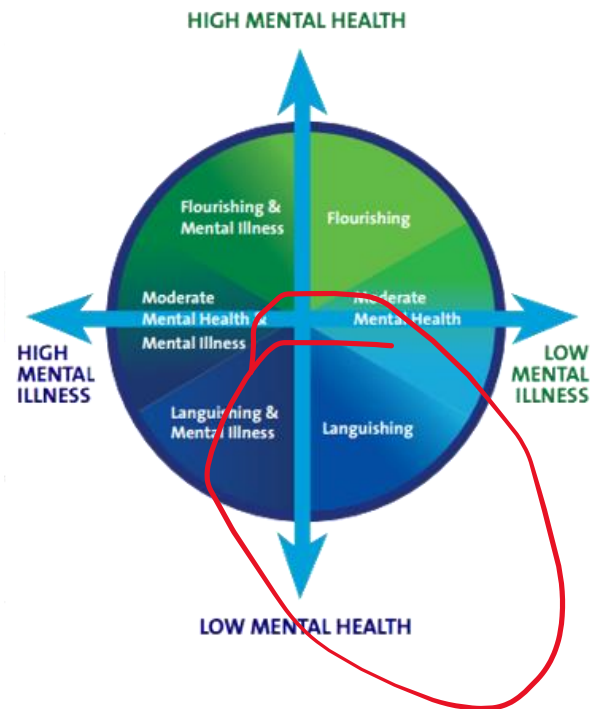
What comes to mind when you think about  
Mental Health in the Workplace?



# Mental Health & Mental Illness (Corey Keyes)



# What does this look like?



# What is Compassion Fatigue?



# What is Compassion Fatigue?

The physical and mental exhaustion and emotional withdrawal experienced by those who care for sick or traumatized people over an extended period.  
(Merriam-Webster)



# What is Burnout?



# What is Burnout?

- Feeling exhausted or depleted
- Mentally distanced
- Less effective – working harder but getting less done

(WHO 2019)



# What are you noticing, what do you do?



Symptoms can be a warning sign  
additional support is needed

Symptoms tend not to go away on their  
own, and managing symptoms is  
important.



# Order of operations



# Order of operations



**REASON**



**RELATE**



**REGULATE**

# What is the role of the board in workplace MH?



# What is the role of the board in workplace MH?

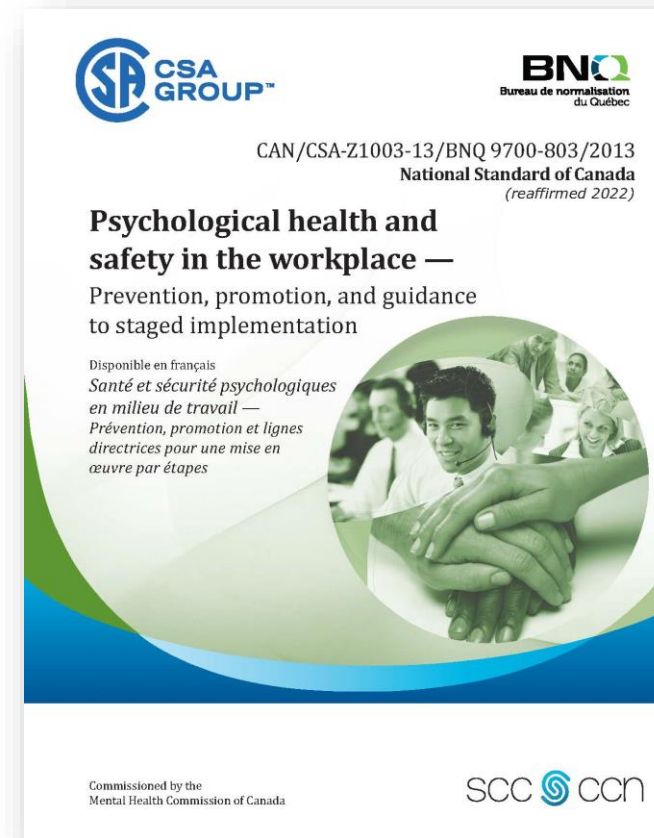
- **Policy Development and Oversight**
- **Accountability and Monitoring**
- **Resource Allocation**
- **Communication and Collaboration**
- **Advocacy and Awareness**
- **Training and Development**
- **Continuous Improvement**



# Psychological Health & Safety

## The National Standard

- Published in 2014 by MHCC
- Voluntary set of guidelines
- Adopted by hundreds on employers across sectors
- Focus: *Prevent Harm, Promote Wellness*



# The Fifteen PH&S Factors



Organizational Culture



Psychological Support



Growth & Development



Balance



Protecting Physical Safety



Clear Leadership



Psychological Demands



Involvement & Influence



Self Care



Moral Injury



Civility & Respect



Psychological Protection



Engagement



Recognition & Reward



Workload

# Support is available

## Workplace Strategies for Mental Health

Compliments of Canada Life

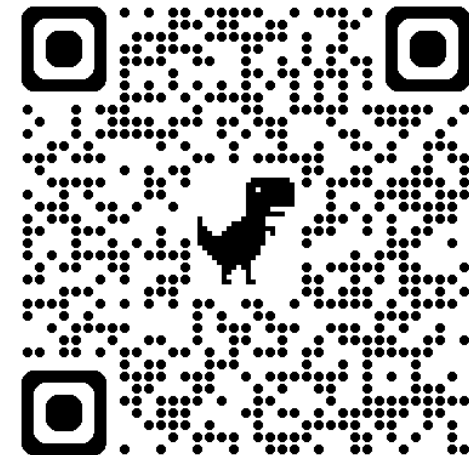
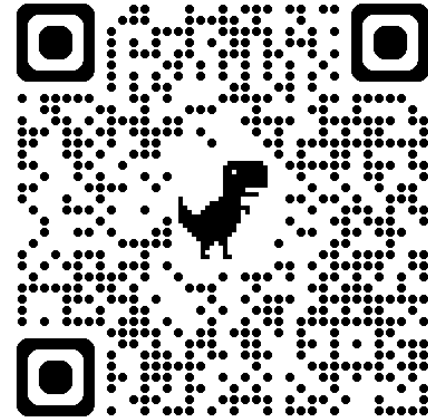
<https://www.workplacestrategiesformentalhealth.com>



**WORKING STRONGER**

**Alberta's Workplace  
Mental Health Conference**

**October 28 & 29, 2025**



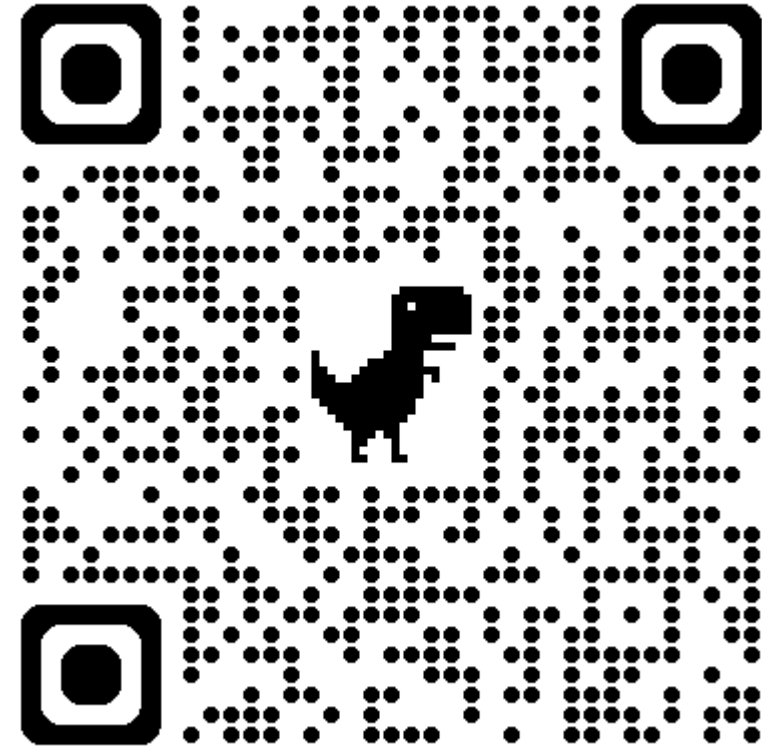
# Support is available



## Working Stronger Training

- Leading with Mental Health in Mind
- Mental Health in the Workplace
- Compassion Fatigue and Burnout Prevention
- Certified Psychological Health & Safety Training

<https://workingstronger.cmha.ca/>





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**Thank you! Questions?**