



Healthy Minds Strong Missions

Workbook & Reflection Guide

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Canadian Mental Health Association Alberta Division & Centre for Suicide Prevention



Mental Health Matters

500,000

Canadian employees miss work each week due to mental illness

355,000
disability cases

175,000
in sick days

This costs an estimated



\$51 billion/year



CBC NEWS

Source: Mental Health Commission of Canada

Learning Objectives

At the end of this session, you will be able to:

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

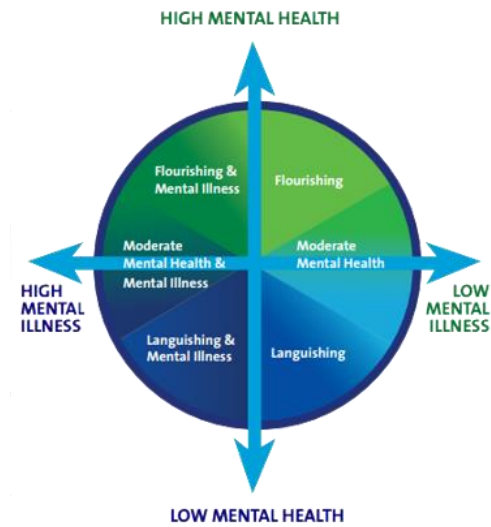
Mental Health in the Workplace

What comes to mind when you think about mental health in the workplace?

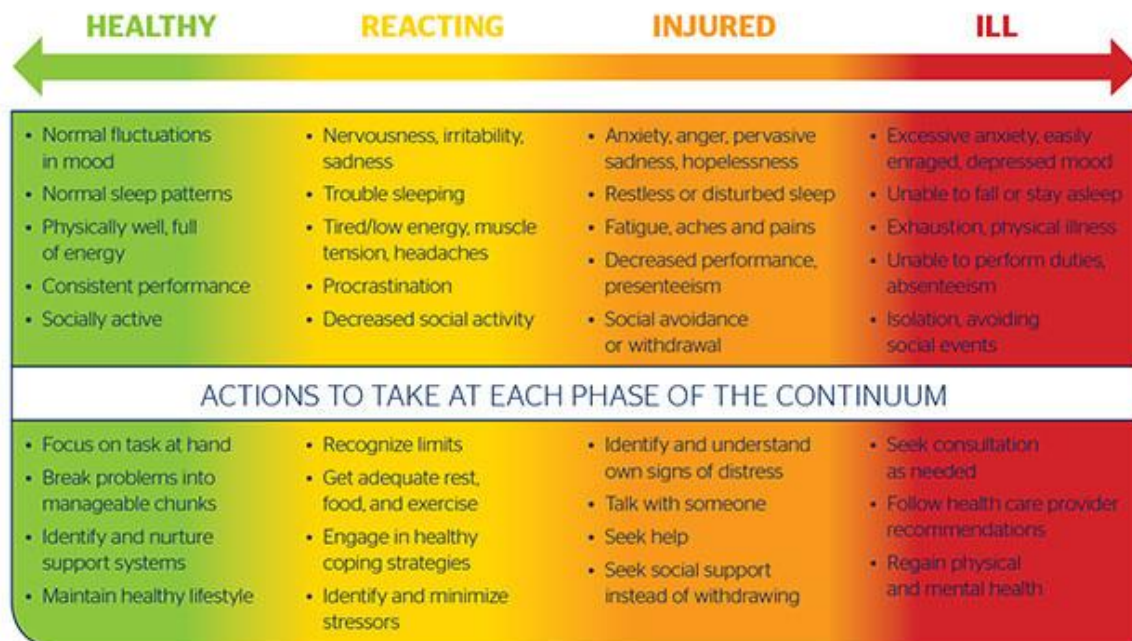
Understanding Mental Health

- Mental Health vs. Mental Illness
- Managed vs. Unmanaged states

Corey Keyes Model:



MENTAL HEALTH CONTINUUM MODEL



Compassion Fatigue & Burnout

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)

Burnout: Feeling exhausted or depleted, mentally distanced, and less effective. (WHO 2019)

What signs are you noticing in yourself or others? What can you do?

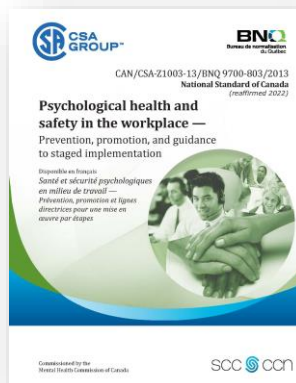
Board's Role in Mental Health

Responsibilities can include:

- 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 (2014) is a voluntary set of guidelines for promoting workplace mental health.



Fifteen PH&S Factors include:



Resources

Visit: <https://www.workplacestrategiesformentalhealth.com>

Workplace Strategies
for Mental Health

Compliments of Canada Life

CMHA AB + CSP Workplace Training

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

Working Stronger Conference 2026 Calgary

[Working Stronger Conference Home Page - Working Stronger | Workplace Mental Health Alberta](#)



Final Reflections & Questions

What are you going to take away from this session?

Any next steps?

Questions for the facilitator: fawna.bews@cmha.ab.ca

THANK YOU!

Community service directory:

211

Available 24 hours

Distress Centre: (Calgary)

403.266.4357

Available 24 hours

Suicide Crisis Helpline: (National)

988