

Psychosocial Factor 1

PSYCHOLOGICAL AND SOCIAL SUPPORT

Psychological and Social Support is comprised of all supportive and social interactions; at work and between employees and managers; and an employee's awareness and perceptions of organizational support.

Psychological and Social Support: **Where to Start?****Take Action!**

Talk to your staff about [mental health](#) and respectful workplace communication at your next team meeting and encourage respect by demonstrating appreciation for others.



Provide training to help your staff identify and support other employees with mental health issues (see courses listed under Additional Resources below).



Invite employees to use resources such as Health Canada's [Employee Assistance Program](#) (available only for registered organizations) or [your organization's EAP](#) and your organization's Ombudsman or the [Ombudsman office for small organizations](#).



Develop programs and procedures with the assistance of your Occupational Health and Safety Advisor to address job-specific risks to psychological health and safety.



Invite a speaker to share their story at your next team event by submitting a speaker request to the [Federal Speakers' Bureau on Healthy Workplaces](#).



Consult the [Disability Management Guidelines](#) and your Disability Management Advisor for "stay-at-work" guidelines and "[return-to-work](#)" plans to assist those who remain at work while dealing with mental health concerns, and those returning after a mental health related absence.

Additional Resources:

- ♦ Canada School of Public Service Courses
 - ♦ [Mental Health: Awareness \(WMT201\)](#);
 - ♦ Canada School of Public Service Video: [Spotlight on #GCMentalHealth: Tips for Managers](#)
- ♦ Mental Health Commission of Canada Courses - [The Working Mind](#) and [Mental Health First Aid](#)
- ♦ [Joint Learning Program Workshop](#) (only available to the [core public administration](#))
- ♦ Peer-to-Peer services (i.e. [The Mental Health Commission of Canada Peer Support Services](#) or [Peer Support Canada](#)).
- ♦ Your [organization's](#) Mediation Advisor and/or the [Informal Conflict Management System \(ICMS\)](#)
- ♦ [PSHCP website](#) or [Sun Life Financial](#)
- ♦ [National Defence and the Canadian Armed Forces - Road to Mental Readiness App \(R2MR\)](#)
- ♦ [Canadian Centre for Occupational Health and Safety - Mental Health Fact Sheet](#)
- ♦ [Centre of Expertise on Mental Health in the Workplace - Resources for managers](#)
- ♦ [Psychological Support - Workplace Strategies for Mental Health: Facilitator's Guide, Presentation Slides, Participant handout](#)

To assess each psychosocial factor, you may use the [Organizational-Review Worksheet](#) and [Survey Tool](#) provided by Guarding Minds at Work.

Developed in collaboration with the [Centre of Expertise on Mental Health in the Workplace](#).