

# The Mentally Healthy Workplace

*An Original Seminar from Arpeggio Health Services*



What does a mentally healthy workplace look like? Imagine your organization as we paint the picture: Employees are engaged and passionate about their jobs, often surpassing expectations and productivity markers set by management. Management, staff and all other players motivate one another and enjoy satisfying, reciprocal professional relationships. Sick time and disability claims are at an all-time low. Employee retention rates are excellent, and your organization functions like a well-oiled machine. Morale and employee satisfaction are so exceptional that your organization develops a stellar reputation which results in more qualified candidates when job opportunities arise. Your organization thrives because when mental health is valued and prioritized, the domino effects are endless.

*The Mentally Healthy Workplace* aims to equip managers, human resource professionals, health and safety coordinators and other employee wellness champions with the necessary tools to promote workplace wellness. Mental health issues account for about one third of all disability claims in Canadian workplaces, and 70% of the total costs. In addition to the impact of absenteeism, many organizations are experiencing diminished productivity and other effects of “presenteeism”—employees being physically present at work but functioning below their capacity due to mental distress. Employers have a duty to make reasonable accommodations for health conditions whether physical or mental in nature but offering support and implementing accommodations can be complex when it comes to mental health concerns.

This three hour seminar is open to anyone interested in learning more about workplace wellness. Topics covered will include:

- Mental health: what is it?
- Understanding the impact of mental health in the workplace
- Equity in the workplace
- Stigma and discrimination
- Employer and employee rights and responsibilities
- Understanding depression and anxiety, the most common mental disorders in Canada
- Talking about mental health problems in the workplace: conversation tools and guidelines
- Connecting employees with professional support: who, what, when and how?
- Return to work: thinking outside the box about accommodation plans
- Resources, practical tips and easy-to-implement tools

Make mental health in your workplace a priority and don't miss out on this valuable, hot-off-the-press professional development opportunity! Reserve your seat in a Maritime city near you at [www.arpeggiohealthservices.com](http://www.arpeggiohealthservices.com).