

WORKPLACE MENTAL HEALTH  
RESOURCES ROADMAP

# HEADWAY

For Healthy Minds at Work

START  
HERE

## ASSESS

**Use these tools to assess:** Where does my organization stand? What are we doing well? Where do we need to improve?

<p><b>Free &amp; Quick</b></p> <ul style="list-style-type: none"> <li>• MindsMatter</li> <li>• Guarding Minds at Work</li> <li>• Check Up @ Work</li> <li>• StressAssess</li> </ul>	<p><b>Annual Tracking Programs</b></p> <ul style="list-style-type: none"> <li>• Canada Awards for Excellence</li> <li>• Employee Recommended Workplace Award</li> <li>• Great Place to Work Certification</li> </ul>
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## ACT

**Implement your plan.** This typically starts with communicating the plan, providing training and launching initiatives.

<p><b>Self-Serve Training and Resources</b></p> <ul style="list-style-type: none"> <li>• Not Myself Today</li> <li>• Healthy Minds @ Work</li> <li>• Great-West Life Centre for Mental Health in the Workplace</li> <li>• Working Through It</li> </ul>	<p><b>Full-Serve Training and Resources</b></p> <ul style="list-style-type: none"> <li>• Workplace Mental Health Leadership™ Certificate Program</li> <li>• Mental Health First Aid</li> <li>• Mental Health Works</li> <li>• The Working Mind</li> <li>• Changing Minds at Work</li> <li>• CMHA Certified Psychological Health and Safety Advisor</li> <li>• Conference Board of Canada</li> </ul>
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## FOUNDATION

**Reference the Standard:** The framework for the majority of tools and resources included in the roadmap

- National Standard of Canada for Psychological Health and Safety in the Workplace
- Assembling the Pieces: National Standard Implementation Guide

## PLAN

Based on your organization's needs, **develop your strategy** (policy, initiatives and measures) that will guide your investment.

- Takeaways Toolkit
- Workplace Mental Health Promotion: A How-To-Guide
- Mood Disorders Society of Canada website
- Trust as the Foundation for Mentally Healthy Workplaces: Employers Guide

### FULL-SERVICE CONSULTING RESOURCES

<ul style="list-style-type: none"> <li>• Morneau Shepell's Workplace Learning Solutions and Health Consulting Services</li> <li>• Excellence Canada</li> </ul>	<ul style="list-style-type: none"> <li>• Canadian Mental Health Association</li> <li>• CAMH Workplace Education &amp; Consulting</li> </ul>	<ul style="list-style-type: none"> <li>• Mindful Gateway Consulting</li> <li>• Mary Ann Baynton &amp; Associates</li> <li>• MyWorkplaceHealth.com</li> </ul>
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TOOLS/RESOURCES	DESCRIPTION
<b>FOUNDATION</b>	
National Standard of Canada for Psychological Health and Safety in the Workplace	The set of voluntary guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work. <a href="https://www.mentalhealthcommission.ca/English/what-we-do/workplace/national-standard">https://www.mentalhealthcommission.ca/English/what-we-do/workplace/national-standard</a>
Assembling the Pieces: National Standard Implementation Guide	A guide to help users understand where to start and how to move their organization through the initial planning stages to full implementation of the Standard. Based on a 4-part framework: Building the Foundation, What Are Your Opportunities?, What Are Your Objectives?, Implement the Plan. <a href="https://www.csagroup.org/article/spe-z1003-implementation-handbook/">https://www.csagroup.org/article/spe-z1003-implementation-handbook/</a>
<b>ASSESS</b>	
MindsMatter	Free 3-minute online assessment that gives you 3 tangible actions to take to better support your people's mental health. <a href="http://www.mindsmatter.civicaction.ca">www.mindsmatter.civicaction.ca</a>
Guarding Minds at Work	Free online survey tool and summary reports comparing your organization to others. Suggests strategies and provides resources to help you take action to improve mental health in your workplace. <a href="https://www.guardingmindsatwork.ca/">https://www.guardingmindsatwork.ca/</a>
Check Up @ Work	20-question self-administered assessment based on best practice checklist. <a href="http://www.mooddorders.ca/check-up-work">http://www.mooddorders.ca/check-up-work</a>
StressAssess	Online survey tool designed for workers and managers interested in assessing psychosocial hazards in the workplace to identify issues. <a href="http://www.stressassess.ca">www.stressassess.ca</a>
Canada Awards for Excellence	A certification and awards program to validate organizational excellence and receive national recognition. <a href="https://excellence.ca/certification/">https://excellence.ca/certification/</a>
Employee Recommended Workplace Awards	Annual employee survey and awards program to recognize excellence in achieving a healthy, engaged and productive workforce. Employees and the organization as a whole receive Total Health evaluations and suggestions. <a href="https://www.employeerecommended.com/">https://www.employeerecommended.com/</a>
Great Place to Work	Annual employee survey and awards program to get recognition and develop insights to build high trust, high performance cultures. <a href="https://www.greatplacetowork.ca/en/">https://www.greatplacetowork.ca/en/</a>
<b>PLAN</b>	
Takeaways Toolkit	Based on the National Standard for Psychological Health and Safety in the Workplace, a free online toolkit for developing and implementing your program based on what 40 workplaces have implemented and learned. <a href="https://cmha.ca/takeaways">https://cmha.ca/takeaways</a>
Workplace Mental Health Promotion: A How-To-Guide	Free online site that provides information and resources to develop a program to create mentally healthy workplaces by taking a comprehensive approach to workplace health promotion. <a href="http://wmhp.cmhaontario.ca/">http://wmhp.cmhaontario.ca/</a>
Mood Disorders Society of Canada Website and Facebook Group	Provides employers with a framework for developing a mental health in the workplace program. <a href="https://mdsc.ca/workplace/">https://mdsc.ca/workplace/</a>
Trust As the Foundation for Mentally Healthy Workplaces: Employer Guide	A research-based employer guide outlining 10 best practices for promoting workplace mental health supported by actual workplace examples. <a href="https://www.greatplacetowork.ca">https://www.greatplacetowork.ca</a>
<b>ACT</b>	
Not Myself Today	A physical and digital toolkit that offers different plans, activities, tools and resources to engage employees throughout the workplace mental health journey. <a href="https://www.notmyselftoday.ca/">https://www.notmyselftoday.ca/</a>
Healthy Minds @ Work	A variety of free tools and resources related to mental health at work. <a href="https://www.ccohs.ca/healthyminds/">https://www.ccohs.ca/healthyminds/</a>
Great-West Life Centre for Mental Health in the Workplace	Wide range of free online resources and tips for progressing mental health in the workplace. <a href="https://www.workplacestrategiesformentalhealth.com/">https://www.workplacestrategiesformentalhealth.com/</a>
Working Through It	Series of online videos with insights into mental health struggles, practical strategies, suggestions and resources. Targeted to workplace sufferers. <a href="https://www.mooddorders.ca/programs/in-the-workplace/working-through-it">https://www.mooddorders.ca/programs/in-the-workplace/working-through-it</a>
Workplace Mental Health™ Leadership Program	3-module certification/training program developed in conjunction with Queen's University for people leaders. Focus is on workplace best practices relative to mental health. <a href="https://workplacelearning.morneaushepell.com/en/program/workplace-mental-health-leadership-certificate-program-s">https://workplacelearning.morneaushepell.com/en/program/workplace-mental-health-leadership-certificate-program-s</a>
Mental Health First Aid	Training to assist a person developing a mental health problem, experiencing the worsening of an existing mental health problem or in a mental health crisis. Not specifically workplace targeted but useful for those in manager roles. <a href="https://www.mhfa.ca/">https://www.mhfa.ca/</a>
Mental Health Works	Workshops, webinars, events to advance all aspects of mental health in the workplace. <a href="http://www.mentalhealthworks.ca">http://www.mentalhealthworks.ca</a>
The Working Mind	Evidence-based training program designed to address and promote mental health and reduce stigma in the workplace. <a href="https://www.theworkingmind.ca/">https://www.theworkingmind.ca/</a>
Changing Minds at Work	Presentations and workshops designed to change minds and improve mental health in the workplace. <a href="https://www.mooddorders.ca/programs/in-the-workplace">https://www.mooddorders.ca/programs/in-the-workplace</a>
CMHA Certified Psychological Health and Safety Advisor Training	Certification training program for individuals and consultants who want to help organizations improve psychological health and safety in their workplaces or implement the National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard). <a href="https://cmha.ca/workplace/training">https://cmha.ca/workplace/training</a>
Conference Board of Canada	Workshops, webinars, events to advance all aspects of mental health in the workplace. <a href="https://www.conferenceboard.ca/topics/orgperform/research/healthwellnesshr.aspx">https://www.conferenceboard.ca/topics/orgperform/research/healthwellnesshr.aspx</a>
<b>FULL-SERVICE CONSULTING RESOURCES</b>	
Morneau Shepell's Workplace Learning Solutions and Health Consulting Services	Consulting services and training to build and implement innovative workplace mental health strategies. <a href="https://www.morneaushepell.com/ca-en/workplace-mental-health">https://www.morneaushepell.com/ca-en/workplace-mental-health</a>
Excellence Canada	Training, coaching and consulting services to help your organization develop its roadmap and progress through each stage. <a href="https://excellence.ca/services/coaching-and-consulting/">https://excellence.ca/services/coaching-and-consulting/</a>
Canadian Mental Health Association (CMHA)	Leveraging content experts from across the country, the CMHA offers consulting, advisory, assessment, and custom training services to organizations, built around the National Standard for Psychological Health and Safety in the Workplace. <a href="https://cmha.ca/programs-services/workplace-mental-health">https://cmha.ca/programs-services/workplace-mental-health</a>
CAMH Workplace Education & Consulting	Various courses and workshops to help organizations better understand and deal productively with mental illness and addictions in the workplace. <a href="https://www.camh.ca/en/driving-change/about-camh/workplace-education-and-consulting">https://www.camh.ca/en/driving-change/about-camh/workplace-education-and-consulting</a>
Mindful Gateway Consulting	Consultants and expert trainers delivering research-based talent development and mental health training. <a href="http://www.mindfulgateway.com/">http://www.mindfulgateway.com/</a>
Mary Ann Baynton & Associates	A Toronto-based consultancy focused on helping employers address a variety of workplace issues related to healthy work environments and relationships, particularly related to workplace mental health. <a href="https://maryannbaynton.com/">https://maryannbaynton.com/</a>
MyWorkplaceHealth.com	A Vancouver-based consultancy led by Dr Joti Samra and offering a comprehensive suite of services with respect to workplace mental health. <a href="https://www.myworkplacehealth.com/">https://www.myworkplacehealth.com/</a>