

Tips for creating a more healthy workplace



70% of Canadian employees are concerned about the mental health and safety of their workplace, and **14% don't think theirs is healthy or safe at all.***

Even on our best days, workplace stress can prevent us from being fully focused and doing our best work. And too much of it can lead to staff turnover, burnout, disengagement, more sick days, and strained relationships in the workplace. Dealing with the impact of COVID-19, it's never been more critical for business and HR leaders to address the mental well-being of their teams head-on.

Research shows clearly that psychological health and safety is embedded in the way people interact with one another on a daily basis. This is partly the way working conditions and management practices are structured, and the way decisions are made and communicated.

This means leaders have almost 100% control over the way their people interact, care for each other and the working conditions people work in.

Should leaders take action on workplace health?

Workplaces that take action on building a healthy workplace have improved employee engagement, enhanced productivity, are more creative and innovative, and have higher profit levels. They also are better able to recruit and retain talent. Other positive impacts include a reduction of risk of conflict, grievances, turnover, disability, injury rates, absenteeism and performance and morale problems.

What Leaders Can Do Right Now:

- Get your leaders trained on mental health/ mental health first aid
- Invest in leadership training at all levels with a focus on communication, culture improvement, management practices and working conditions
- Review all your current policies regarding supporting your work forces including creating a better work-life balance for all your people
- Do a stress assessment of all your employees so you know where you stand
- Look into the Workplace Health Leadership Program below.

*The Mental Health Commission of Canada (MHCC) 2021

NEW PROGRAMS AVAILABLE

Workplace Health Leadership Program



The **WORKPLACE HEALTH LEADERSHIP PROGRAM** is a mental and physical health improvement leadership intervention and prevention program. It teaches leaders simple and effective steps they can take right now to decrease workplace health challenges for immediate results.

[Click here for more information](#)

Leading Diversity Equality and Inclusion in the Workplace



DEI (Diversity, Equality and Inclusion) IN THE WORKPLACE helps leaders take action to ensure best practices are in place for managing diverse and inclusive workplaces. The three-part program helps leaders apply the learning from the class directly into their workplaces. Leaders can then proactively address the cultural changes that are taking place.

[Click here for more information](#)

ONLINE FREE WORKSHOP

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December 17th at 10:00 am



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