

## Our Mental Health Changes Every Day

Many things we experience at work can impact our mental health: conflicts with a co-worker, rude guests, long and stressful workdays and weeks - not to mention the stressors we face outside of work and bring in with us. When we're at our best, we have the capacity and the resilience to absorb these stressors and respond in an appropriate and respectful manner. We can even take great pride in overcoming the challenges that life throws at us.

Sometimes these challenges can build up and overwhelm us. This can lead to mental illness. Fostering an open and supportive workplace community, as well as building personal resilience, can help us to overcome challenges before they overcome us.

## Recognizing Changes

- **Check in with yourself. Listen to your body and notice:**
  - Sleep disruption
  - Changes in appetite
  - Substance use increase
  - Changes in energy
- **Check in with co-workers**
  - Notice changes in behaviour
  - Ask, "Are you okay?"

## Listening Empathically

- **When someone is feeling overwhelmed, sometimes just having someone express that they notice and care can make all the difference:**
  - Offer undivided attention
  - Listen to understand, not to respond
  - Restate what you are hearing To reaffirm what they are feeling
  - Offer resources or connect to professional support if necessary

## Start the Conversation

What is an example of a mental health challenge that you are proud of having overcome? How did you overcome it?

What are some other ways to ask "Are you okay?" Why is "Are you okay?" a different question than, "How are you?"

What are some ways that you can respond honestly to the question, "Are you okay?"

What are some healthy ways of responding to mental health challenges? What are some unhealthy ways?

How can your team support each other, as a community, in building resilience to overcome mental health challenges?

## Additional Resources

**Crisis Lines:** 1-800-784-2433 or 9-8-8

**Mental Health Support Line:** 310-6789

**Drug and Alcohol Info and Referral:** 1-800-663-1441

**Mental Health Services:** [helpstartshere.gov.bc.ca](http://helpstartshere.gov.bc.ca)

**Mental Health Information:** [heretohelp.bc.ca](http://heretohelp.bc.ca)

**Free Wellness Program:** [bouncebackbc.ca](http://bouncebackbc.ca)