

What employers can do to support workers with **minor injuries**.

Injury Example: A cook cuts their finger, a cashier sprains their ankle, a room attendant with a sore wrist, a grounds keeper scrapes their knee, a ski instructor has a sore shoulder.

Potential Impacts	How to Support
<ul style="list-style-type: none"> Reduced confidence in performing job tasks that lead to injury Fear that they will be perceived as less competent 	<p>Ensure the worker's confidence in performing any job tasks that lead to the injury – offer further training if necessary. Approach this topic with empathy as it is easy to accidentally trigger shame by implying the injury was a result of incompetence.</p>
<ul style="list-style-type: none"> A feeling of shame for having incurred the injury 	<p>Reassure the worker that mistakes happen to everybody – maybe share a story about a similar injury you've incurred in the past.</p>
<ul style="list-style-type: none"> Bullying or harassment from coworkers or guests 	<p>Watch out for potential bullying and harassment as a result of injury, and address it proactively before it grows.</p>
<ul style="list-style-type: none"> Pride in working through injury as a badge of honor Denying the need for further treatment 	<p>Validate the need for recovery through proper messaging: there is no badge of honor for “toughing it out” through a painful injury, and that “self-care is cool.”</p>
<ul style="list-style-type: none"> Psychological trauma to themselves or coworkers through witnessing injury 	<p>Have an empathetic conversation with the injured worker to help them identify the potential impacts of the injury and refer them to additional support if needed.</p> <p>Check-in with witnesses of the injury for the need to debrief and refer to additional support if needed.</p>

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

Mental Health Information: heretohelp.bc.ca

Free Wellness Program: bouncebackbc.ca