

The New Pandemic: Mental Health in the Workplace

Chris Munroe

**Partner, Labor & Employment Lawyer,
Roper Greyell**

Pam Lee

**Director, Human Resources
Blackbird Interactive**

Kristin Bower

**EDI Consultant & Partner,
Leda HR**

Debbie Pearmain

**Senior HR Consultant,
One Stop HR**

Janet Young

**Director, Well-Being & Health
Services, People & Culture,
Telus**

Well-being is personal

UNWELL

STRUGGLING

WELL



PHYSICAL



PSYCHOLOGICAL



SOCIAL



ENVIRONMENTAL



FINANCIAL

Janet Young
Director, Well-Being & Health Services,
People & Culture



What did we learn?

What do employees prefer?

"If you could choose the path for everyone at BBI moving forward, what would you choose?"

- A. 4-day work week (Monday-Thursday)
- B. 5-day work week (Monday-Friday)

**SURVEY RESULT:
51-0 (100%) IN FAVOUR OF 4-DAY WEEK**

What did we learn?

4 Lessons that we learned:

- Having everyone take the same day off helps it to stick
- Shifting to a four-day work week mid-project may help, not hurt, that project
- This is a great excuse to finally enforce any efficiency gains you've been thinking about
- **Forget what you thought you knew**

Top Reasons Mental Health Programs Are NOT Working

1. Leaders not bought in
2. Confusion over “ownership”
3. Stigma/discrimination
4. Leaders and employees lack knowledge, skills, tools
5. Unhealthy workplace cultures
6. No measurement of impacts

Debbie Pearmain

Senior HR Consultant

Property of One Stop HR