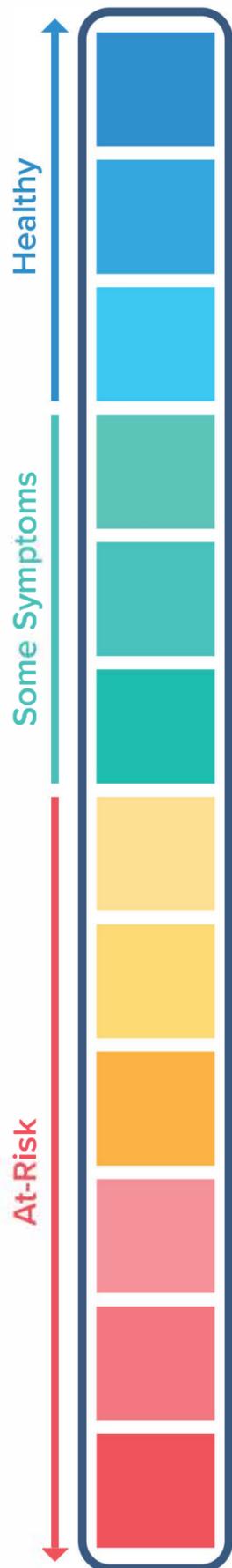


WHERE DO YOU SEE YOURSELF ON THE MENTAL HEALTH CONTINUUM



Healthy - Life is good

Feels Like:

- Consistently energetic and positive
- Confident, assertive, decisive
- Satisfied and stable life
- Resilient to challenges and obstacles

Influencing Factors:

- Manageable workload
- Adequate resources and training at work
- Supportive colleagues and leadership

Work Functioning:

- Engaged and efficient
- Productivity levels at 76-100%

Starling Tips:

Maintenance:

- Ask yourself – what do you need to stay well (physically, mentally, socially, spiritually)?
- Sustain healthy routines
- Maintain important relationships and peer support
- Practice relaxation techniques (e.g. mindfulness)*
- Track your mental fitness (Starling Minds Assessment)*

Some Symptoms - I'm doing ok

Feels Like:

- Occasional soft symptoms of anxiety and depression: irritability, fatigue, muscle tension, concentration problems, changes in sleep/diet
- Low motivation
- Occasionally defensive or indecisive

Influencing Factors:

- Fear for personal or family safety
- Disruptions in work or home life
- Interpersonal issues or conflicts

Work Functioning:

- Some loss in productivity
- Productivity levels at 51-75%

Starling Tips:

Be proactive:

- Examine your habits – are you getting enough sleep, exercise, and nutrition?
- Identify one new action to improve looking after yourself
- Access Fraser Health health and well-being resources for staff and medical staff*
- Consult your doctor for support and information

Mild/Moderate Symptoms - I'm struggling

Feels Like:

- Feeling stretched, overwhelmed, and depleted for weeks or months
- Loss of patience or empathy for patients/families
- Difficulty shaking off sadness, anxiety, and/or trauma
- Easily defensive/unsure of decisions

Influencing Factors:

- Work overload
- Traumatic events and/or moral conflict
- Insufficient training or resources

Work Functioning:

- Significant drop in productivity
- Productivity levels at 1-50%

Starling Tips:

Early intervention:

- Communicate needs and concerns – talk to your leader and ask about Fraser Health supports available*
- Seek help from your doctor, family, or spiritual advisor
- Access no-cost counselling with a mental health professional (e.g. staff can contact the employee assistance program; medical staff can contact the physician health program)*
- Regularly practice self-care strategies and exercises (eg. Starling Minds CBT Strategies)*

Severe Symptoms - I can't function

Feels Like:

- Constantly de-energized and exhausted; burnout
- Frequent or intense mental/physical symptoms
- Often defensive when challenged; unable to commit

Influencing Factors:

- Long-term cumulation of personal or work stressors, leading to impaired functioning in one or more areas of life (eg. work, relationship, self-care)
- Increased mental distance from work, or feelings of negativism or cynicism related to work

Work Functioning:

- Absenteeism
- Productivity levels at 0%

Starling Tips:

Treatment needed:

- Give yourself permission to be a patient – it's just a different role with different expectations and responsibilities
- Take the time off you need to get well
- Access support from your doctor or a mental health professional
- Ask your manager or the physician wellness lead in your community to connect you with FH supports
- Consult with the Absence and Disability Management Team (e.g. referral to the Return-to-Health program)

USING THE MENTAL HEALTH CONTINUUM

How can an individual use this tool?

Situations and interactions occur everyday that impact us – sometimes positively, other times negatively and everything in-between. The mental health continuum is a useful tool to check in with yourself. You can see how you are doing, what you might want to be mindful of to ensure that you are okay, and what tools you can use to improve your well-being.

The continuum looks at three major mental health categories: at risk, some symptoms, and healthy. Each of these has a range of its own.

Each category gives examples of what you may be feeling, potential factors that influence how you are feeling, how your mental health at that moment may impact you at work, and lastly, tools to improve your well-being.

Have a look at the continuum to gain some clarity on where you are today, and look at some tools designed to help you stay healthy.

How can a leader host a conversation with their team about this tool?

This can be done in huddles or in team meetings within a short period of time.

First time discussing the tool:

1. Share why being mindful of health has been important to you as a leader and as a person.
2. Introduce the tool with a brief description (see above).
3. Share how the tool may be useful.
4. Invite people to share why mental health is important to them.
5. Discuss with the team the benefits of having healthy team members.

Recurring huddle/meeting discussions about health

1. Do a brief mental check-in with your team. Start by you sharing first. For example:
 - “Let’s do a quick check-in with each other to see how everyone is holding up.
I feel about a 5 out of 10 because I am really tired today. I am going to try to go to sleep earlier this evening to get some rest.
How are you doing today?”
2. Get the team to share ways that they cope with stressors. Make sure to be the first to start to share. For example:
 - “I went for a hike the other day as I realized that I needed a breather from work
What are some things you guys have done recently to take care of yourselves?”
3. Talk about current team stressors & brainstorm personal strategies to cope (this is NOT an operational discussion, but one that encourage each team member to think about how to take care of their mental health amid a stressor)
 - This is to call out what may be present or what is coming up and how to manage it. For example:
“What is coming up today that may challenge us? How can we prepare for that?”
4. Encourage your team members to take good care of themselves and to reach out if they need support.

Note: This is more effective and better received when leaders make a habit of talking about the importance of health and actively encourage their teams to be healthy at work and beyond. Modelling that behaviour also builds trust and engagement.

